

# STATE

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June 2018

# MAGAZINE

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Preserving and protecting  
the world's historic treasures

## Advocating Equality

GLIFAA works to advance  
diversity and human rights

# SINGAPORE

A towering presence in Southeast Asia





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Dusk falls over Singapore's central business district as seen from the Marina Bay Sands SkyPark.

*Photo by Isaac D. Pacheco*





# STATE MAGAZINE

## State Magazine

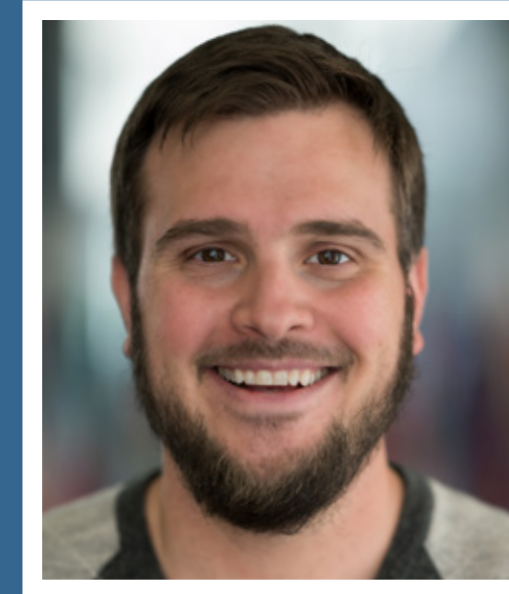
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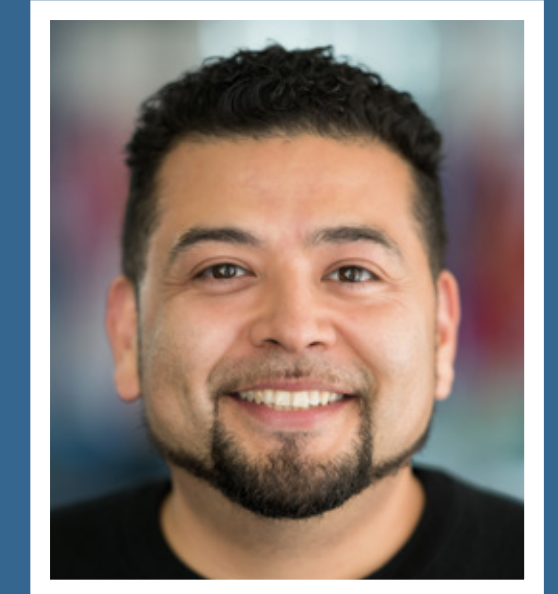
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## Deadlines

The submission deadline for the **September issue is July 20.**

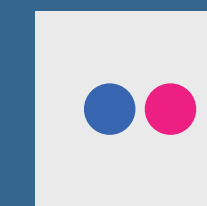
The deadline for the **October issue is August 20.**

## Editorial Contributions

Unsolicited artwork and manuscripts are not accepted, and publisher assumes no responsibility for return or safety of unsolicited artwork, photographs, or manuscripts. Query letters may be addressed to the deputy editor or [statemagazine@state.gov](mailto:statemagazine@state.gov)

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**[oig.state.gov/hotline](http://oig.state.gov/hotline)**







Members of Video Captioning @ State hold the Zero Project award certificate that is proudly displayed within the HR/OAA office. (from left to right) Allison Blackman, Suzanne Oliver, Keith Akins, Maggy Groccia (missing team member Ashley Jackson).

*State Department photo*

By Amanda J. Richard

*Amanda J. Richard is a strategic communications manager in the Office of Accessibility and Accommodations.*

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## Video Captioning Team Receives Innovative Practice Award

The Department's Video Captioning Program (VCP) was selected in October 2017 as an innovative practice by the Zero Project, an international committee that disseminates and promotes replicable and innovative solutions to remove barriers for individuals with disabilities around the world by raising public awareness and stimulating reform. The Bureau of Human Resources' Office of Accessibility & Accommodations (HR/OAA) Director Stephen M. King accepted an award on behalf of the Department at the Zero Project's conference at the United Nations in Vienna, Feb. 22.

"The U.S. Department of State is at the forefront of our nation's foreign policy," King stated upon accepting the award. "The Department's message must transcend borders to be effective and that is why our video captioning program is so critical. Captioning removes barriers and provides equal access to information for the American people and those we partner with around the world."

HR/OAA manages the VCP. The VCP was one of 68 best practices and policies recognized by the Zero Project. The Zero Project is an initiative of the Essl Foundation, an NGO associated with the U.N. Department of Public Information and a member of the European Foundation Centre.

While captioning of multimedia products produced by federal agencies is required by Section 508 of the Rehabilitation Act of 1973, the VCP utilizes the Department's information technology assets in innovative ways to ensure individuals with disabilities have equal access to information.

To learn more about the Video Captioning @ State program, or to book an event, please visit the [Video Captioning website](#) or contact [VideoCaptioning@state.gov](mailto:VideoCaptioning@state.gov). ■





Bureau of Educational and Cultural Affairs Principal Deputy Assistant Secretary Jennifer Zimdahl Galt shares career advice with Mission China and Executive Women@State.

*State Department photo*

By Thao Anh Tran

*Thao Anh Tran is a political officer at Consulate General Chengdu.*

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## Mentoring the Department's Next Generation of Female Leaders

On March 28, Bureau of Educational and Cultural Affairs Principal Deputy Assistant Secretary Jennifer Zimdahl Galt took advantage of Women's History Month to provide valuable professional advice to Mission China's female colleagues and Executive Women@State members. While the video conference focused on strategies to overcome gender-specific challenges as women rise in the Foreign Service, Galt's guidance can apply to all who strive to succeed professionally. She encouraged participants to hone their leadership skills by constantly challenging themselves to assume positions of increasing and diverse responsibilities. She emphasized that women should be confident in their skills and their ability to lead, including putting themselves forward for senior leadership positions. Noting there was no one specific path to success in the Foreign Service, she reiterated the importance of two indispensable skill sets every officer must possess: writing and speaking. The ability to write compelling and accurate reports and to explain effectively our foreign policy priorities domestically and overseas are paramount as a policymaker.

As someone who has benefited from being both a mentor and a mentee, Galt advised participants to seek out mentors, learn from them and continue to sustain mentoring relationships throughout their careers. Likewise, she recommended that veteran Foreign Service members pay their experiences forward by offering to mentor more junior colleagues. Galt also highlighted the Department's continued commitment to providing a workplace free from all forms of discrimination and harassment, and urged participants to report any incidences or behavior that may run counter to these policies. In order to strengthen our organization, she urged everyone to take a proactive approach in resolving management issues instead of passing along problems to successors. Galt's solid advice will undoubtedly ensure Foreign Service members' success in our exciting, although oftentimes challenging, careers. ■





Paralympian and disability advocate Dr. Anjali Forber-Pratt, right, addresses Department of State employees about diversity and inclusion.

*State Department photo*

**By Brandon Lambert**

*Brandon Lambert is a foreign affairs officer for the U.S. Speaker Program in the Bureau of International Information Programs.*

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## Diversity Advocate Shares Inspiring Track Record Of Perseverance

Disability advocate and Paralympian Dr. Anjali Forber-Pratt recently visited the Department of State at the invitation of the Bureau of International Information Programs' (IIP) diversity working group. Forber-Pratt served as a panelist for a global virtual program, jointly facilitated by the Bureau of Democracy, Human Rights and Labor (DRL) and several IIP offices. Ann Cody, DRL's special adviser for international disability rights, moderated the hour-long webcast.

Forber-Pratt's positive, no-limits approach to life has propelled her to distinction as a world record holder and Paralympic medalist. In the webcast, Forber-Pratt recalled how watching the Boston Marathon served as inspiration for beginning to race wheelchairs just a few years following her diagnosis of transverse myelitis, which has left her paralyzed from the waist down since early childhood. She provided the online audience with insights into her personal motto, "Dream, Drive, Do!" Forber-Pratt also addressed Department employees about her perspectives on diversity and inclusion. She touched upon her personal experiences as a woman of color who has embraced her disability to become a role model for youth around the world via programs such as the Bureau of Educational and Cultural Affairs' sports diplomacy program, and IIP's U.S. Speaker Program.

IIP's acting coordinator and chair of its diversity working group, Nicole Chulick, noted an example of courage shown by Forber-Pratt during her youth. At 14, Forber-Pratt was told by an English teacher that, due to her disability, she would be unable to attend college. Forber-Pratt hired a lawyer and sued her school district. As a result, the school was forced to restructure its access for students with disabilities. Today, a plaque bearing Forber-Pratt's name is on the wall of fame inside the school.

Forber-Pratt currently is an assistant professor at Vanderbilt University, where she conducts research on disability identity development, perceptions of inclusion and disability, and victimization experiences in schools. ■





Hyderabad Consul General Katherine Hadda, on screen right, speaks about the importance of women to take chances in their careers, with, from left, Consular Officer Jessica Lilley, Deputy Chief of Mission MaryKay Carlson and Regional Public Engagement Specialist for South Asia Sarah Ziebell. Through the use of Zoom technology, Indian audiences in both New Delhi and Hyderabad were able to participate. *State Department photo*

By Michael C. Hayes

*Michael C. Hayes is a vice consul officer serving at Embassy New Delhi.*

## Mission India Celebrates Women's History Month

During the first week of March, the American Center in New Delhi held its second annual all-women's panel to highlight the accomplishments of women in the Foreign Service. The event, titled "Women Who Lead," was one part of the American Center's monthly "Chat with a Diplomat" programming series, led by the Cultural Affairs Office. The event was held in front of an audience of more than 70 Indian youth in New Delhi, and broadcast via webinar to the U.S. Consulate in Hyderabad.

The program opened with the origins of U.S. Women's History Month and highlighted women in the United States and India who have contributed to their societies. Panel participants included Mission India's current and first-ever female deputy chief of mission, MaryKay Carlson; Hyderabad Consul General Katherine Hadda; public engagement specialist Sarah Ziebell and Consular Officer Jessica Lilley. Discussion topics ranged from challenges women face in the workplace to gender inequality in the United States and India. Panel members spoke about what led them to join the Foreign Service and lessons from their overseas travels. Carlson spoke about the importance of mentorship and the role it played in her decision to join the Department, while Hadda urged the audience to take on unexpected challenges and seize opportunities in the workplace.

By offering the attendees an opportunity to interact with women who have made contributions within their workplaces, families and communities, the event served as a reminder that women should be recognized and celebrated, not only in March, but every day of the year. ■





Consul General Sean Stein, center, hosted Mission China workshop participants and Shanghai diplomatic mission protocol/executive assistants at his residence, March 2. *State Department photo*

By Alison Sierra

*Alison Sierra is the executive office management specialist at Consulate Shanghai.*

## Consulate General Shanghai Hosts Protocol Workshop

Recognizing the need for additional training for Protocol Assistants (PA), Consulate General Shanghai hosted Mission China's first Protocol Workshop, March 1–2. Representatives who attended were from Embassy Beijing and U.S. Consulates in Shanghai, Shenyang, Guangzhou, Wuhan and Chengdu. Embassy Beijing's Protocol Office led the training sessions. Representatives from the Foreign Commercial Service office, the Agriculture and Trade office, the consular section, public affairs and management attended as well. The two-day workshop focused on sharing best practices, standardizing procedures and Fourth of July planning.

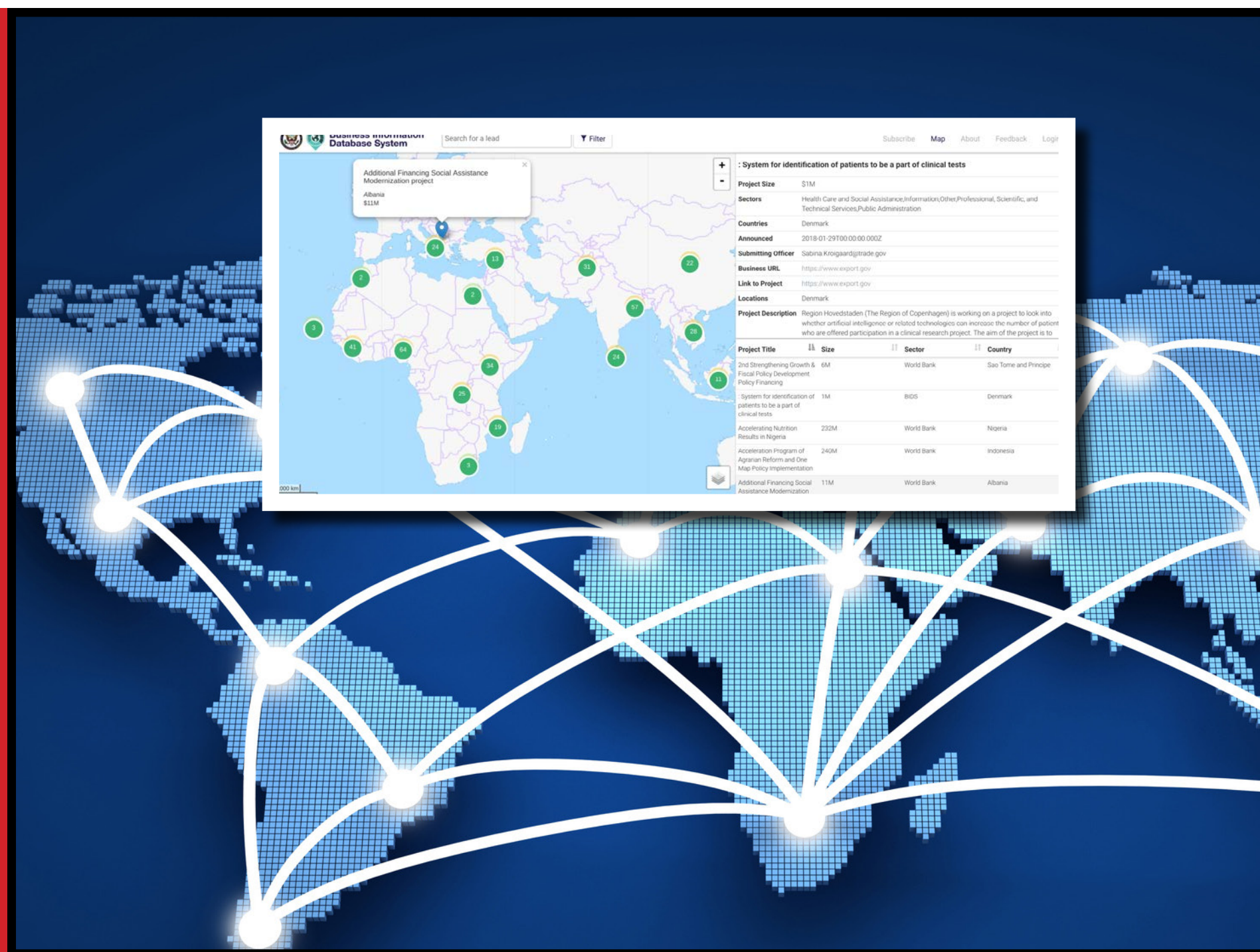
One particularly active session explored cost-effective event planning and ways to be creative with limited resources. Participants discussed the impact of budget compared with cost of living expenses, which varies throughout Mission China.

On the second day, Consul General Sean Stein hosted a luncheon at his residence with protocol specialists from around Shanghai's diplomatic community. This opportunity not only allowed participants to work on contact building, but also allowed everyone to share ideas on a variety of topics, from menu planning to protocol procedures. The group expressed excitement to have more resources and standardized procedures.

Outcomes from the workshop include the establishment of a shared drive set up by Embassy Beijing with standardized templates, resource sharing and guidance from each consulate on best practices. This opportunity to interact with counterparts has paved the way for enhanced team building and increased morale, and has highlighted the benefits of including office management specialists and office assistants from other sections. Organizers hope to make this an annual event. ■

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The Business Information Database System (BIDS) is an online platform that provides U.S. businesses with on-the-ground leads for international commercial investment opportunities.

*State Department photo*

## Nicholas Enz

*Nicholas Enz is a foreign affairs officer in the Bureau of Economic and Business Affairs.*

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## BIDS Launched to Help Businesses Win Commercial Opportunities

The Bureau of Economic and Business Affairs (EB) is re-launching the [Business Information Database System](#) (BIDS), an upgraded online platform that provides U.S. businesses with on-the-ground leads for international commercial opportunities. BIDS makes actionable market intelligence available to help inform U.S. businesses about public procurement opportunities and to increase the number of U.S. firms that bid successfully on overseas transactions. Overseas procurement opportunities have become increasingly competitive and U.S. firms can benefit from early information regarding upcoming tenders. Small and medium-sized enterprises, in particular, often find it challenging to learn about overseas opportunities—that is where BIDS can help.

The BIDS platform aggregates current Multilateral Development Bank (MDB) project information into one, easy-to-use database. Information from the World Bank is consolidated and updated regularly, and the Asian Development Bank soon will be added. Information from the remaining regional MDBs will be added in the coming months. An intuitive, interactive map displays market sectors and proposed project locations. U.S. government officials, especially economic and commercial officers at embassies and consulates, are encouraged to upload new procurement opportunities that come to their attention. Increased engagement will help make BIDS a robust source of information for U.S. firms looking to expand opportunities overseas. BIDS is “another way in which the Department aims to connect U.S. companies to commercial opportunities that will help them expand and prosper,” stated EB Assistant Secretary of State Manisha Singh during her keynote address to the Association of American Chambers of Commerce in Latin America and the Caribbean on Feb. 20.

BIDS enables U.S. firms to connect directly to U.S. government officials in the field, who can assist with information needed to help with the bidding and procurement processes.

To add information on upcoming tenders, please visit BIDS. For inquiries, please contact [BIDS-Mailbox@state.gov](mailto:BIDS-Mailbox@state.gov). 





An employee's daughter makes an ASL-stamp desk nameplate during Take Your Child to Work Day.

Photo by Heidi Howland

## Michael Karlsberg

*Michael Karlsberg is a management analyst in the Office of Employee Relations in the Bureau of Human Resources.*

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## Take Your Child to Work Day 2018

More than 1,000 children attended the Department of State's Take Your Child to Work Day in April, where the work of the Department was on display. The annual event is held in Washington, D.C., and at several overseas posts.

The day began with Under Secretary Thomas Shannon welcoming attendees and swearing them in as "employees for a day." Shannon said the youths' parents were "working to shape a brighter future around the world." He urged them to "leave here with new ideas about how you will contribute to our [nation's] growth and welfare."

Following their first activity, children and parents had the opportunity to get lunch in the cafeteria and participate in a plethora of other activities throughout the day. The Child ID kit was one such activity and saw a steady stream of children throughout the day. Children had the opportunity to make their own "IDs" complete with their picture and fingerprints. The Bureau of Diplomatic Security (DS) Office of Mobile Security Deployments joined the fun with a demonstration of some of the equipment that they use in their work as DS field agents.

Seventy-five different activities were scheduled over the course of the day. Some, like the Tin Can Man and the Nuts and Bolts Tour, are perennial favorites. In Tin Can Man, youths make action figures from recycled materials; in the Nuts and Bolts tour, they get to see the behind-the-scenes workings of the Harry S. Truman building, such as its cooling system. DS brought its bomb-sniffing dogs and displayed two official limousines and a large armored truck into which youths climbed to sound its loud siren.

Overall, Take Your Child to Work Day highlights the varied and important work of the Department while involving employees and their children in fun and educational activities. ■



## Policy and Resource Planning

Office helps drive U.S. humanitarian leadership

By Cheryl Harris

**O**n June 20, the United Nations commemorates World Refugee Day to honor the courage and strength of those forced to flee their homelands due to persecution, conflict and violence. With nearly 66 million forcibly displaced people worldwide—more than at any time since the end World War II—U.S. leadership in providing humanitarian assistance is essential for protecting these vulnerable people. Charged with responding to this historic global challenge, the Bureau of Population, Refugees and Migration (PRM) is working to alleviate suffering through humanitarian action and diplomacy. It is an integral part of the Department's effort to prevent and respond to crises and conflict, and promote regional stability.

Central to this effort is PRM's Office of Policy and Resource Planning (PRP). PRP is responsible for the bureau's congressional relations, budget and performance management, and policy planning. PRP also maintains a dedicated civil-military coordination team that works to strengthen coordination on humanitarian affairs with key Department of Defense and international counterparts. PRP ensures that PRM's humanitarian assistance and diplomatic efforts advance U.S. foreign policy objectives, are coordinated with partners, address assessed needs and are effective and accountable to the U.S. taxpayer and the people they help. PRP also serves as a hub of innovation, driving toward greater effectiveness and efficiency while saving lives. | *Cont.* | ▼



PRM/PRP staff meet to discuss ideas for improving effectiveness of U.S. humanitarian assistance.  
*State Department photo*





PRM Deputy Assistant Secretary Nancy Izzo Jackson meets a young student in a school outside of Islamabad, Pakistan in February.

*Photo by Jed Vitesh*

multilateral efforts to encourage greater burden sharing by expanding the number of donors and increasing global contributions to humanitarian crises. To bring together traditional humanitarian actors with new development actors, PRP has led efforts with the World Bank to help refugee-hosting countries to obtain concessional loans and grants supporting local communities that host refugees. Jordan and Lebanon, as well as a number of other countries, are benefiting from these new financing opportunities.

PRP also manages the bureau's overall budget, in support of the State-USAID Joint Strategic Plan and the larger U.S. National Security Strategy. In fiscal year (FY) 2017, PRP provided nearly \$3.4 billion to aid refugees and other vulnerable people worldwide, with more than 86 percent of that funding directed overseas to meet the needs of millions of forcibly displaced and conflict-affected people. PRM's funding supports the operations of international organizations and non-governmental organizations

| *Cont.* | ▼

As the number of refugees around the world has increased, so has the number of refugees living outside of camps, with more than 60 percent now living in urban areas. To ensure that these refugees are safe, secure and able to access basic services, PRP has developed policies to guide assistance provision. With a focus on humanitarian diplomacy, PRP advocates expanding access to services and jobs for urban refugees, increasing assistance for the most vulnerable, and avoiding the creation of parallel, refugee-specific services. PRP also supports innovative programming focused on addressing particular urban challenges, such as improving refugees' access to information about available services and service providers. By providing information via a smartphone app, for example, refugees living in cities can obtain the locations of the closest primary health clinic or where to get groceries, as well as information about jobs, all of which allow refugees to become more self-reliant. PRP is proud to have built the blueprint for practitioners to use when considering how best to support refugees in urban areas, and often are requested to facilitate training and share best practices internationally.

The PRP policy team has been leading interagency and



A school girl raises her hand to answer a question in class at Tindouf refugee camp in Algeria in November 2017.

*Photo by Wendy Henning*



around the world to offer protection and provide lifesaving assistance, including food, shelter, health care services, access to clean water and education. PRM focuses much of its efforts on assisting refugees as close to their home countries as possible so that, when the conditions are right, people may return voluntarily, safely and with dignity.

Unlike other foreign assistance sectors, humanitarian assistance is based on needs assessed at the time assistance is provided. As a result, PRM funding must remain nimble to adjust to changing needs on the ground, and to ensure that the United States can respond quickly to fast-developing humanitarian crises.

U.S. humanitarian assistance funding has enabled the U.S. to respond rapidly to help meet the basic needs of Venezuelans who have fled their country due to the crisis created by the Maduro regime. Since FY 2017, the U.S. has provided more than \$21 million in humanitarian assistance for displaced Venezuelans around the region, including those in Colombia and Brazil.

Since August 2017, the United States has provided more than \$193 million in lifesaving assistance in direct response to the Rakhine State crisis, to meet the needs of those displaced in Burma and the Rohingya refugees and host communities in Bangladesh.

For these and other responses to humanitarian crises, PRM coordinates with other Department bureaus, USAID, and as appropriate, the Department of Defense. To ensure American humanitarian resources are coordinated and stretch as far as possible, PRP also manages the bureau's rigorous monitoring and evaluation program.

"The United States is committed to its role as a global leader on humanitarian issues," Deputy Secretary of State John Sullivan said earlier this year. "We understand the importance and necessity of humanitarian assistance, even as we work to preclude the crises that spawn the need for assistance." PRM/PRP is truly proud to support U.S. humanitarian action.

■ *Cheryl Harris is a public diplomacy and public affairs advisor in the Bureau of Population, Refugees and Migration.*



PRM Deputy Assistant Secretary Mark Storella shares a smile with Syrian refugee students in Beirut in May 2017. *State Department photo*



# Changing History

## Recognizing Women in Innovation

By Emily Tedesco

**H**edy Lamarr was an Austrian-American actress whose reputation was marred by scandal in the way that only a 1940s Hollywood temptress' reputation could be. One night at a party, she approached and befriended George Antheil—a piano player from New Jersey whose futuristic, mechanic compositions jarred audiences from New York to Paris—and an unlikely friendship and partnership bloomed. The two friends harbored a mutual passion for American security and possessed unlikely advanced mechanical expertise. They shared quiet ambitions to contribute to the American effort in World War II, but struggled to identify where their talents would fit. Coming together like lost puzzle pieces, the pair began tinkering away at night. The result of their collaboration was a technology so innovative, its genius would not be fully understood or appreciated until decades later.

During World War II, torpedoes were precariously aimed by radio signal, and accuracy depended on the sender and the receiver (or, listener) sharing identical frequencies. Think of a frequency as a series of beeps—like Morse code for the ear—that contains a message. In this case, the message is a torpedo's target. A torpedo's path could be thwarted by any listener who could pinpoint the pattern of the frequency, and then jam it.

In a cunning marriage of music and math, Lamarr and Antheil developed frequency-hopping technology that repeatedly switched the beeps' patterns during radio transmission to reduce potential interference and avoid interception. The frequency pattern they came up with was so rapid, it switched every second and would have | *Cont.* | ▼

Hedy Lamarr poses for a publicity photo for "Comrade X" in 1940.







Panelist laugh during a light moment at a panel hosted by Embassy Singapore.  
State Department photo

sounded like white noise to an eavesdropper. But it was anything but random; the system Lamarr and Antheil developed controlled jumps between 88 preprogrammed frequencies that were based on the 88 keys of a piano. Lamarr and Antheil mustered enough confidence to patent their technology and share it with the U.S. Navy. The pair believed the newly developed innovation could change the tides of the naval battles across the Atlantic where German submarines were targeting ships filled with refugees. But the Navy dismissed the technology during World War II. It wasn't until the Cuban Missile Crisis—after the patent had expired—that the Navy employed an updated version of Lamarr's frequency-jamming technology.

In the meantime, Lamarr turned to other things, including an engineering project where she set out to improve the aerial efficacy of planes. It wasn't until 1997, just three years before her death, that she was recognized for her revolutionary frequency-hopping invention.

Lamarr's story is an incredible one, wherein one woman's genius remained virtually invisible for decades, yet it impacts Americans and people all over the world every day. Her innovation, and her foresight to patent it, paved the way for Wi-Fi, Bluetooth and other forms of wireless communication.

Unfortunately, Lamarr's film career and the scandal that followed her eclipsed her scientific accomplishments during her lifetime. Her story is quite common; she is one of countless women whose creativity and courage have gone unrecognized for decades.

It is the mission of the office of Intellectual Property Enforcement to give credit where credit is due. Last month, the Department celebrated innovative women all over the world by putting on outreach programs to empower women whose creativity and innovation bring us into the future. Embassies recognized modern-day women innovators who, like Lamarr, create game-changing technologies and arts to better the world around them. There is still work to be done to make these women's paths to changing their communities more straightforward. They are still inhibited by the slow pace of progress and the perception that women cannot succeed in male-dominated industries.

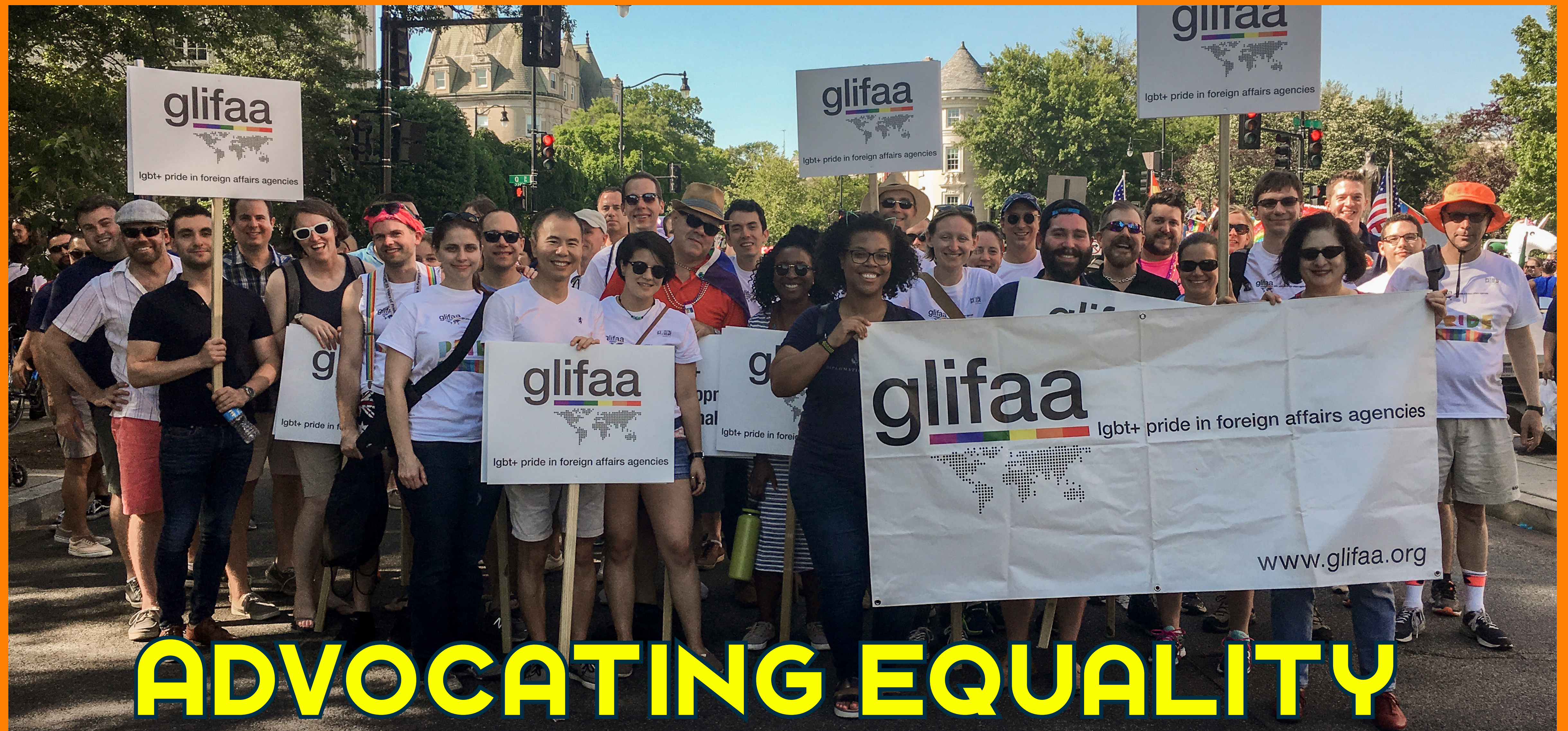
Follow [@EconatState](https://twitter.com/EconatState) on Twitter for updates about how U.S. Embassies are showcasing the trailblazers of tomorrow. Reach out to [EB-A-IPE-DL@state.gov](mailto:EB-A-IPE-DL@state.gov) to find out how you can be a part of the story—whether it's the brainstorming process, behind-the-scenes tinkering or the commercialization and marketing of intellectual property.

■ *Emily Tedesco is a foreign affairs officer in the Office of Intellectual Property Enforcement, Bureau of Economic and Business Affairs.*



Mission Geneva co-hosts a special screening of the documentary "Bombshell: The Hedy Lamarr Story" with the World Intellectual Property Organization and Mission Austria.  
Photo by Eric Bridiers





# ADVOCATING EQUALITY

## GLIFAA works to advance diversity and human rights

By David Glietz, Leslie Moeller, Sarah Yeiser, Jeff Warner and Emily Ruppel

**G**LIFAA, known by its slogan “LGBT+ Pride in Foreign Affairs,” is the employee affinity group representing Lesbian, Gay, Bisexual and Transgender (LGBT+) personnel and family members from the Department of State, USAID, Foreign Commercial Service, Foreign Agricultural Service, Peace Corps and other federal offices and agencies with foreign affairs components. GLIFAA was formerly known as “Gays and Lesbians in Foreign Affairs Agencies,” but in 2015, the group’s members changed the name solely to GLIFAA, with no underlying meaning to the acronym, in order to be more inclusive. | *Cont.* | ▼

GLIFAA represents foreign affairs agencies during Capital Pride 2017 in Washington, D.C. Photo courtesy of GLIFAA Board, Washington, D.C.





Embassy Baghdad's GLIFAA members prepare for the 5K run/3K walk to mark Zero Discrimination Day.  
Photo by Bada Erdogan

GLIFAA works to advance diversity in U.S. foreign affairs agencies and to ensure the equal treatment of LGBT+ employees in the United States and overseas. Through its membership, networks and visibility, the organization promotes LGBT+ human rights around the world. For Foreign Service, civil service, contractors and other employees, GLIFAA acts to break down bureaucratic barriers resulting from prejudice, misunderstanding or apathy within government institutions. GLIFAA provides a support network and information resources for employees, retirees and their families.

The leadership of the U.S. government on promoting human rights sends an important signal to the rest of the world, one that GLIFAA will continue to work toward advancing, as its opportunities and challenges as an employee affinity group and organizational network evolve. A board of directors elected by the membership annually directs and carries out most of GLIFAA's domestic policy work and member programming. The board coordinates closely with a network of volunteer post representatives in most American embassies and missions abroad and in domestic Department offices. From answering bidder questions on the environment for LGBT+ people at posts to supporting posts' participation in local outreach activities, post representatives are the backbone of GLIFAA's overseas efforts. Any GLIFAA member—including Foreign Service nationals, family members or allies—can serve as a volunteer post representative. | *Cont.* | ▼

Throughout GLIFAA's 26-year history, the cultures of both the official foreign affairs community and broader American society have changed dramatically. Through its advocacy, GLIFAA has achieved a number of important milestones.

- 2003** GLIFAA held its first meeting with a secretary of state, Colin Powell.
- 2009** Secretary of State Hillary Clinton established personnel policies to protect and support LGBT+ staff and their spouses to the extent allowable under U.S. law.
- 2010** Due in large part to advocacy from GLIFAA, Secretary of State Hillary Clinton added gender identity to the Department's Statement on Discriminatory and Sexual Harassment and EEO Policy. USAID and other foreign affairs agencies followed suit shortly thereafter. Also, the Department simplified the process for transgender people to obtain passports under their correct gender marker.
- 2013** Following the Supreme Court's decision in *United States v. Windsor*, which struck down the Defense of Marriage Act, GLIFAA worked with the Department to include same-sex partners in employee insurance and retirement programs, and to grant them U.S. residency as applicable.





Embassy Astana staff work to raise awareness for International Day Against Homophobia and Transphobia.

*Photo by Robyn McCutcheon*

In 1992, Department employees formed GLIFAA to challenge a security clearance process that discriminated against LGBT+ employees. From that difficult origin, membership and activities grew until GLIFAA won official recognition as the voice of LGBT+ personnel in U.S. foreign affairs agencies. GLIFAA succeeded in pressing for the issuance of a nondiscrimination policy by then-Secretary of State Warren Christopher in 1993; GLIFAA worked with the administration, management of government agencies and other employee associations to eliminate barriers for obtaining security clearances and to create and implement nondiscrimination policies with regard to entry and employment in the Foreign Service and civil service.

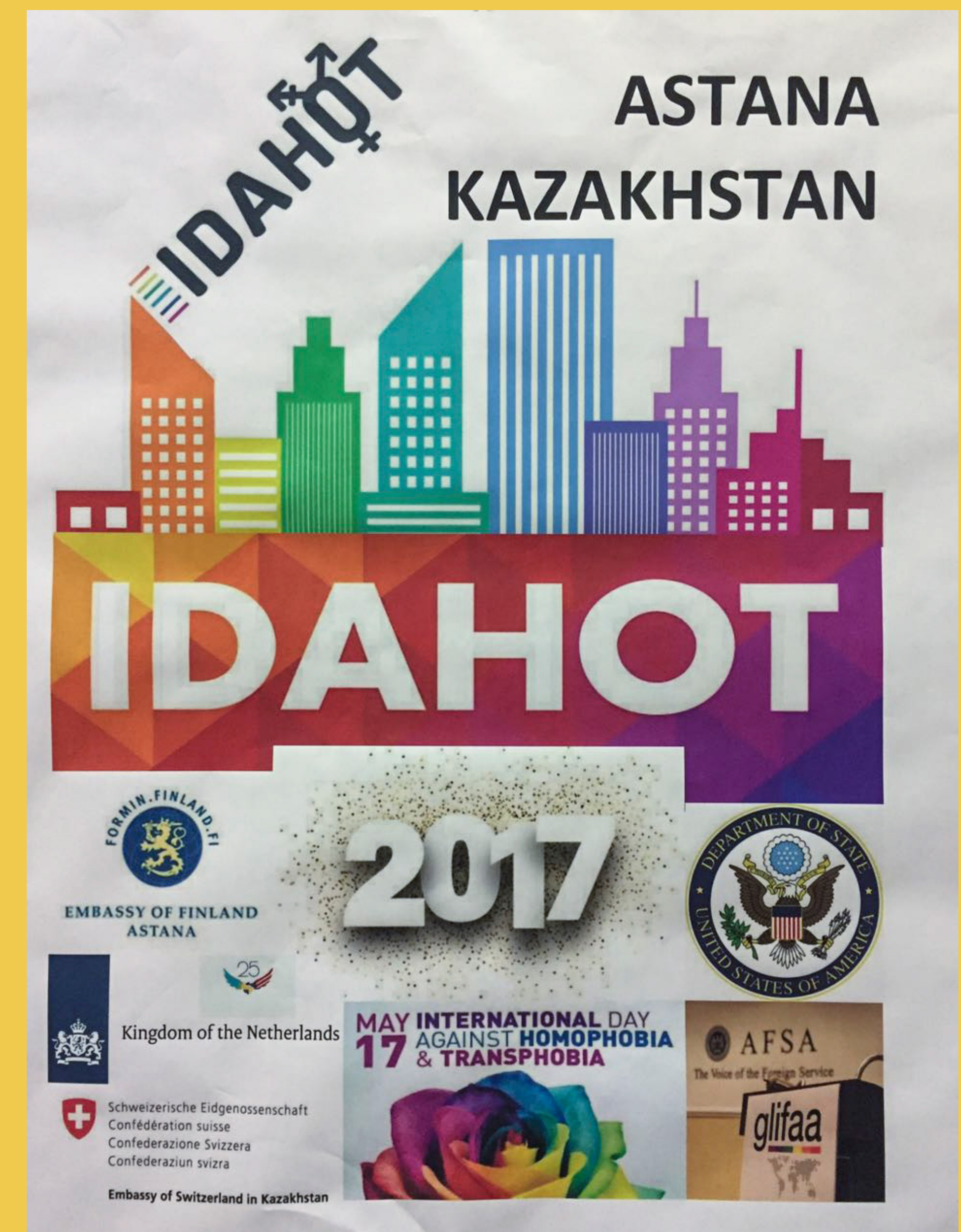
Over GLIFAA's 26-year history, the cultures of both the official foreign affairs community and broader American society have changed dramatically. Through its advocacy, GLIFAA has achieved a number of important milestones.

Following the Supreme Court's 2015 ruling in *Obergefell v. Hodges*, which established marriage equality across the nation, some might assume that the domestic struggle for equal human rights is over; however, there is still much to be done to refine and clarify policies, raise awareness and ensure equal treatment. Most recently, lower courts have ruled that Title VII of the Civil Rights Act of 1964 bars discrimination on the basis of sexual orientation as a function of sex, which is cause for optimism that LGBT+ protections for both sexual orientation and gender identity will eventually be ruled by the Supreme Court as being part of Title VII, strengthening them beyond the 1998 Executive Order.

Hence, GLIFAA's work on behalf of advancing diversity and human rights for all employees across the foreign affairs agencies continues. GLIFAA continues to engage across the Department and interagency-wide, including the involvement of top administration leadership and senior officials in annual events—such as International Day against Homophobia, Transphobia and Biphobia, and June Pride Month activities. | *Cont.* | ▼

### Current areas of focus include:

Diplomatic accreditation for LGBT+ families serving abroad; protection and promotion of equality for Foreign Service national LGBT+ staff; development and effective implementation of LGBT+ workplace diversity training for all member agencies; and issuance of formal gender identity and expression guidance at all member agencies.



To raise awareness for International Day Against Homophobia and Transphobia, Embassy Astana created a colorful poster.

*Photo by Robyn McCutcheon*



Recently, Acting Under Secretary for Public Diplomacy and spokesperson Heather Nauert reaffirmed the Department's commitment to advancing LGBT+ equality around the world, observing in March 2018 that "protecting and promoting human rights abroad is a core element of our foreign policy." Nauert added that, "Societies are more secure when they respect individual human rights, democratic institutions and the rule of law."

However, discrimination, homophobia and transphobia continue in some workplaces, particularly in assignments in countries hostile to LGBT+ people. GLIFAA worked closely, and continues to coordinate with, the Department's Bureau of Human Resources to provide the most up-to-date and useful information for LGBT+ employees and their family members who are bidding. GLIFAA continues to lobby the Department on administrative issues such as improving diplomatic accreditation for same-sex spouses, providing support and benefits to LGBT+ Foreign Service nationals and advancing policies that protect transgender colleagues.

GLIFAA continually engages with relevant audiences on issues concerning our members. The organization holds regular general meetings to consult with and update its membership, as well as networking events that bring together organizations that share its goals. GLIFAA welcomes all Department colleagues and their families to join in helping to make the U.S. government foreign affairs community a more equal and welcoming place to serve, at home or abroad. To learn more about GLIFAA, visit the organization's [website](#). If you have questions or would like to become a member of GLIFAA or a post representative, please email [board@glifaa.org](mailto:board@glifaa.org). ■

Fifty members of Baghdad's diplomatic corps joined more than 50 Embassy Baghdad staff for a 5K run/3K walk hosted by Embassy Baghdad.  
*Photo by Bada Erdogan*





# SINGAPORE

**A towering presence in Southeast Asia**  
Story and photos by Isaac D. Pacheco



[Click to watch video](#)





**Opening photo:** High-rise buildings surround Lau Pa Sat, a historic market and food center located in the center of Singapore's central business district.



**I**n the heart of Singapore's central business district lies Lau Pa Sat, a historic food market ringed by soaring towers of glass and steel whose business-suited denizens descend upon the popular lunch destination en masse every weekday. The market's low-slung Victorian-era superstructure houses dozens of food stalls offering a smorgasbord of Pan-Asian cuisine that attracts not only devoted locals, but also gourmands and gastronomes from around the world.

More than a bustling Singapore landmark, Lau Pa Sat is a microcosm of the unique city-state itself, a buzzing hive of culture and trade in Southeast Asia whose tiny geographic footprint belies its vast regional influence. | *Cont.* | ▼

Above: Singapore's distinctive skyline is dominated by impressive vertical structures.

Right: A cook at one of Lau Pa Sat's many food stalls prepares Chicken Rice, a signature local dish.





Locals avoid Singapore's notorious midday heat by playing a friendly game of checkers in the shadows of a Chinatown district alleyway.





“Singapore has been a trading nation, a port nation, since its founding. It has developed a well-earned reputation for efficiency and effectiveness, and has become a natural trading place and regional hub for that reason,” said Camille Dawson, public affairs officer at the U.S. Embassy in Singapore. “It is important to think about Singapore not only as an individual country, but also as a unique player in the region.”

With a sheltered deep-water port along the Strait of Malacca—a crucial maritime passageway—the island nation is the world’s busiest transshipment hub, a global leader in trade and commerce, and a major finance center. Composed of 63 small islands at the southern tip of the Malay Peninsula, Singapore is geographically one of the world’s smallest sovereign nations. The main island, Pulau Ujong, accounts for more than 97 percent of the nation’s current 278-square-mile land mass—an area that grows by several square miles annually due to ongoing land reclamation projects. | *Cont.* | ▼

A cargo ship steams out of Singapore’s massive commercial port while other ships await their turns in the nearby harbor.





Two women take in the city sights from the sky garden atop The Pinnacle@Duxton, seven interconnected towers in Singapore that are collectively the world's tallest public residential buildings.

Pulau Ujong is home to 96 percent of Singapore's 5.7 million residents, making it one of the most densely populated places on the planet. The high concentration of people in such a small area has forced developers to look to the skies for real estate, resulting in a landscape dominated by massive vertical structures.

Thanks to its well-educated, English-speaking workforce; robust rule-of-law and intellectual property rights protections; and industry-leading cybersecurity measures, Singapore is ranked by the World Bank as one of the best places in the world to do business. More than 4,200 American businesses, ranging from single-employee entrepreneurial startups to corporate behemoths like Citibank, Amazon and ExxonMobil, operate out of the island nation.

"Singapore has been a beacon for American business since the start of the bilateral relationship 52 years ago," said Margaret Hanson-Muse, senior commercial officer at Embassy Singapore. "We have an extraordinarily strong American Chamber of Commerce with [approximately] 800 members. It is an extremely active program, with many committees that cover sectors like information technology, oil and gas, and women's issues. There is also a financial services committee where American businesses get together on a regular basis and talk about what is going on and how they can promote government practices that encourage prosperity for Singapore, the United States and the region." | *Cont.* | ▼



Since signing a bilateral free trade agreement in 2004, trade between the United States and Singapore has increased by 62 percent. This economic partnership has proved mutually beneficial, with the United States becoming the largest single-nation investor in Singapore, and Singapore emerging as the fourth fastest-growing source of foreign direct investment in the United States in 2016. The free trade agreement between the United States and Singapore supports 215,000 American jobs and has led to a U.S. trade surplus that exceeded \$20 billion in goods and services in 2017.

“We live in a world now where people have choices about with whom they want to partner. Singapore has been an important counterpart in helping us show the value of working with the United States to achieve common goals of shared security and prosperity,” said Embassy Singapore Chargé d’Affaires Stephanie Syptak-Ramnath. “An important part of our mission is to continue to make the case that the U.S. should remain the partner of choice for Singapore and the Association of Southeast Asian Nations (ASEAN).”

Embassy Singapore works to sustain America’s flourishing partnership with Singapore by employing a whole-of-mission approach to its integrated country strategy. Department of State employees partner with counterparts from numerous U.S. government agencies under the embassy roof to reinforce critical aspects of the bilateral relationship. The embassy’s 300-person team is composed of 29 sections, nearly half of which serve in a regional capacity. Beyond economic engagement and mutual prosperity, these agencies focus on programs that promote peace and security throughout Southeast Asia. | *Cont.* | ▼

Locals walk past a colorful mural in Singapore’s Little India district.





“Our political-military ties are critical to both of our countries,” said Melissa Brown, political and economic counselor at Embassy Singapore. “We have a robust security relationship that focuses on cybersecurity, counterproliferation and counterterrorism.”

On an average day, more than 170,000 travelers transit Changi International Airport, and nearly 88,000 shipping containers pass through Singapore's port. As a result, security professionals face a challenging task in identifying dangerous

and illegal cargo, and detaining individuals associated with terrorist organizations. To assist in these efforts, Americans at post are sharing U.S. Customs and Border Patrol (CBP) best practices, including Advance Passenger Information System (APIS) data used by CBP to prescreen travelers arriving in the United States.

“When it comes to aviation and maritime, we are making sure Singapore is in compliance with international safety and security standards to ensure bad things and bad people aren’t coming through. We work very closely with our counterparts on a broad array of areas including passenger and cargo targeting concepts to identify what is coming before it comes,” said Rachel McGlynn, Transportation Security Administration Representative and Department of Homeland Security attaché at Embassy Singapore.

“Properly processing advanced data makes the whole process more secure and more efficient for the U.S. and Singapore. We are thankful for our engaging partnerships here.” | *Cont.* | ▼

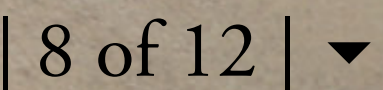
An airliner passes low over dozens of ships moored in Singapore's harbor as it prepares to land at Changi Airport.





“We were fortunate to have had a friend as good as Singapore in close proximity to this tragic accident. They reacted immediately and dispatched patrol aircraft and ships to the area for assistance,” said Navy Capt. Silas Ahn, defense attaché at Embassy Singapore. “They went above and beyond to make sure there was nothing unturned in assisting us in both finding the missing sailors and allowing expedited arrival of ships. They allowed the *McCain* to be in port for several weeks as it was repaired and gave assistance for the repair. Their assistance was without negotiation. It was, ‘what do you need? Here you go.’” | *Cont.* | ▼

*Photo by Lim Tian Yun*











Syptak-Ramnath breaks fast with Imam Habib Hassan (left) and Singapore Senior Minister of State for Defence and Foreign Affairs Dr. Maliki Osman.

*Photo by Lim Tian Yun*

**Previous page:** Singapore National Gallery’s Pandang Atrium connects the two sides of the museum, which resides within the historic former Supreme Court and City Hall buildings.

While 2017 was a banner year for U.S.-Singapore relations, 2018 has the potential to make history. As the 2018 chair of ASEAN, Singapore is hosting the organization’s annual summit, which will address issues related to this year’s themes: resilience and innovation. Embassy Singapore is looking to capitalize on the influx of visiting leaders from the United States and regional partners to address multilateral issues and get a better idea of how evolving regional dynamics will impact American foreign policy objectives moving forward.

“If you read the national security strategy and you turn on the news, all the eyes are focused on the Indo-Pacific region. ASEAN is a critical part of our geopolitical strategy. Within ASEAN, Singapore is one of our most important partners in managing the threats and advancing interests that we have today,” said Syptak-Ramnath. “Whether promoting U.S. business and the economic system or managing the security threats we are facing with [North Korea], counterterrorism or cyber threats, Singapore is one of the most sophisticated partners we have. That makes it critical not only from a bilateral perspective but in terms of the region.” | *Cont.* | ▼



The most recent evidence of Singapore's close partnership with the U.S. and outside regional influence was the White House announcement that a highly anticipated summit between leaders from the United States and the Democratic People's Republic of Korea (DPRK) was to be held there in June. (The status of the summit was unclear at the time of publication.)

"Singapore is a trusted partner on a variety of geopolitical matters in the region, and one that really understands how the U.S. looks at things and stands by us on key issues," said Syptak-Ramnath. "When it comes to things like the South China Seas or DPRK sanctions, they are a strong partner because they believe in the rule of law and the international system. That's an important voice to have next to ours in a variety of fora."

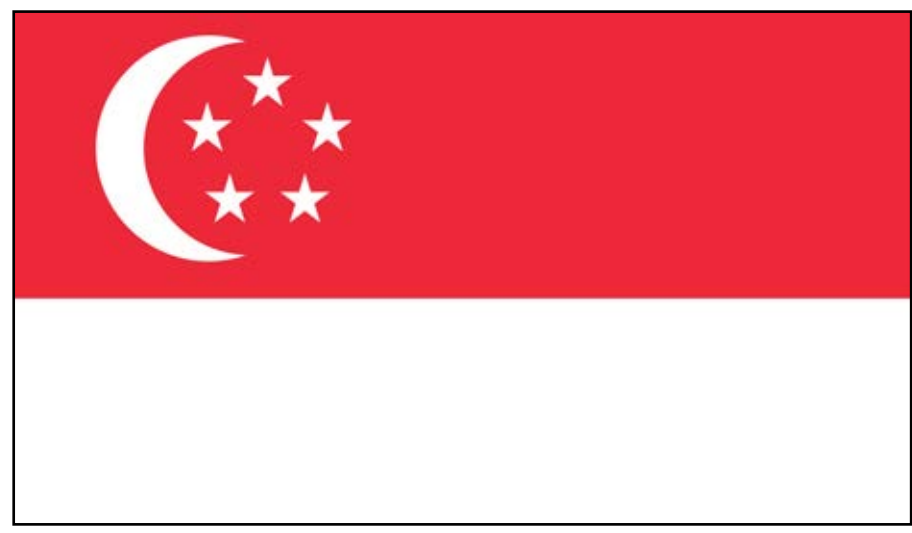
■ *Isaac D. Pacheco is the editor-in-chief of State Magazine.*

Vendors relax behind their street market stalls beside the Buddha Tooth Relic Temple in Singapore's Chinatown district.





At a Glance Singapore



**Capital:**  
Singapore

**Government Type:**  
parliamentary republic

**Area:**  
719.2 sq km

**Population:**  
5,888,926 (July 2017 est.)

**Languages:**  
English (official) 36.9%,  
Mandarin (official) 34.9%, other Chinese dialects (includes Hokkien, Cantonese, Teochew) 12.2%, Malay (official) 10.7%, Tamil (official) 3.3%, other 2%

note: data represent language most frequently spoken at home (2015 est.)

**Religions:**  
Buddhist 33.2%,  
Christian 18.8%, Muslim 14%, Taoist 10%, Hindu 5%, other 0.6%, none 18.5% (2015 est.)

**Ethnic groups:**  
Chinese 74.3%, Malay 13.4%, Indian 9%, other 3.2%

note: individuals self-identify; the population is divided into four categories: Chinese, Malay (includes Malays and Indonesians), Indian (includes Indian, Pakistani, Bangladeshi, Sri Lankan), and other ethnic groups (includes Eurasians, Caucasians, Japanese, Filipino, Vietnamese) (2017 est.)

**Exports (commodities):**  
machinery and equipment (including electronics and telecommunications), pharmaceuticals and other chemicals, refined petroleum products, foodstuffs and beverages

**Export partners:**  
China 12.8%, Hong Kong 12.6%, Malaysia 10.5%, Indonesia 7.8%, US 6.8%, Japan 4.5%, South Korea 4.4% (2016)



Map produced by the Office of the Geographer and Global Issues

**Imports (commodities):**  
machinery and equipment, mineral fuels, chemicals, foodstuffs, consumer goods

**Import partners:** China 14.3%, Malaysia 11.4%, US 10.8%, Japan 7%, South Korea 6.1%, Indonesia 4.8% (2016)

**Currency:**  
Singapore dollar

**Internet country code:** .sg



# Cultural Heritage Center

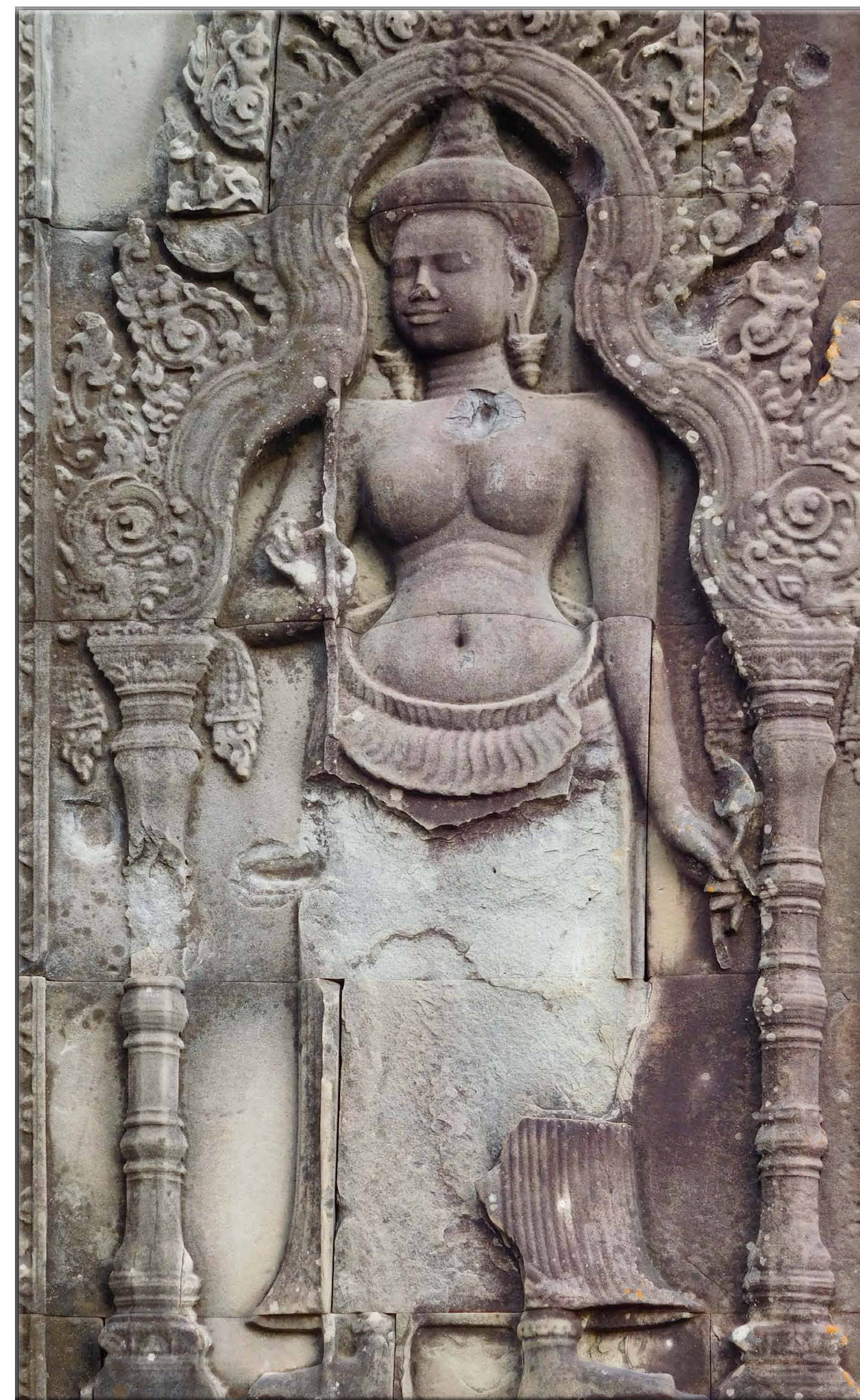
## Preserving and Protecting the World's Historic Treasures

By Erin Concors

**T**he crumbling, blood-stained walls tell a tragic story: What was once a high school in Phnom Penh, Cambodia, became a brutal detention center, a way station on the road to the so-called “killing fields” of the Khmer Rouge regime in the 1970s. Thousands of victims were photographed as they entered classrooms transformed into places of torture and trial. Converted to a museum and memorial site nearly 40 years after the fall of the regime, the site contained baskets of clothes and shoes stained with blood and other physical evidence of the genocide, but these artifacts were threatened with deterioration and ruin from mold and insect infestations.

Now the Tuol Sleng Genocide Museum is at the forefront of a global effort to protect and preserve cultural heritage, thanks to a \$55,500 grant from the Ambassadors Fund for Cultural Preservation (AFCP) and the U.S. Embassy in Phnom Penh. Beyond the meticulous textile conservation and care made possible under the grant—ensuring that these emblems of Cambodia’s intangible culture are preserved together with the story they tell—the U.S. government contributes to building local expertise and capacity for Cambodia to protect its own history.

Half a world away, another country that emerged from war and the lingering effects of genocide is rebuilding its national identity and reclaiming its cultural heritage. During the siege of Sarajevo and the war from 1992 to 1995 in Bosnia and Herzegovina (BiH), the country’s cultural monuments were systematically destroyed, including its national library in the Vijećnica City Hall and Mostar’s iconic Old Bridge, which dates to the Ottoman period. Nearly two decades after the war, the badly damaged National Museum was forced to close due to a lack of funds and growing backlog of maintenance. Thanks to the efforts of the U.S. Embassy in Sarajevo, along with a \$625,000 grant from AFCP and expertise provided by the Smithsonian Institution, the museum reopened to the public in 2015. The full restoration of the museum complex is underway. | *Cont.* | ▼



The U.S. government has supported foundation repairs, stone conservation and installation of a waterproofing system at the site of the 10th-century Phnom Bakheng temple in Angkor Archaeological Park, a UNESCO World Heritage Site near Siem Reap, Cambodia.

*Photo courtesy of U.S. Embassy Phnom Penh*





Photos of Khmer Rouge regime victims line the walls of the Tuol Sleng Genocide Museum in Phnom Penh, Cambodia. The museum has received a \$55,500 grant through Embassy Phnom Penh under the Ambassadors Fund for Cultural Preservation (AFCP).

*Photo courtesy of the ECA Cultural Heritage Center*



At the site of a former Khmer Rouge prison where brutal torture occurred, thousands of articles of clothing belonging to prisoners are at risk of decay from humidity and insect infestations. An AFCP grant provided through Embassy Phnom Penh will clean and protect the textiles—while carefully preserving the historical evidence the clothing contains.

*Photo courtesy of the ECA Cultural Heritage Center*

In addition to housing thousands of artifacts dating from the Roman and Ottoman Empires, the BiH National Museum houses a medieval throne depicting Jelena Gruba, one of the first independent queens of Europe. It is also home to the Sarajevo Haggadah, one of the oldest and most renowned Sephardic Jewish manuscripts in the world. “Behind every object is a story,” said Dr. Mirsad Sijaric, acting director of the National Museum. “That’s why this museum is important.”

The AFCP program is just one aspect of the wide-ranging cultural heritage work managed by the Cultural Heritage Center of the Bureau of Educational and Cultural Affairs (ECA). The center leads and coordinates U.S. government efforts to protect and preserve cultural property and heritage. Cultural Heritage Center staff include analysts and program managers with expertise in cultural heritage, archaeology, architecture and art history.

## Combating Threats to Cultural Heritage from Terrorist and Criminal Networks

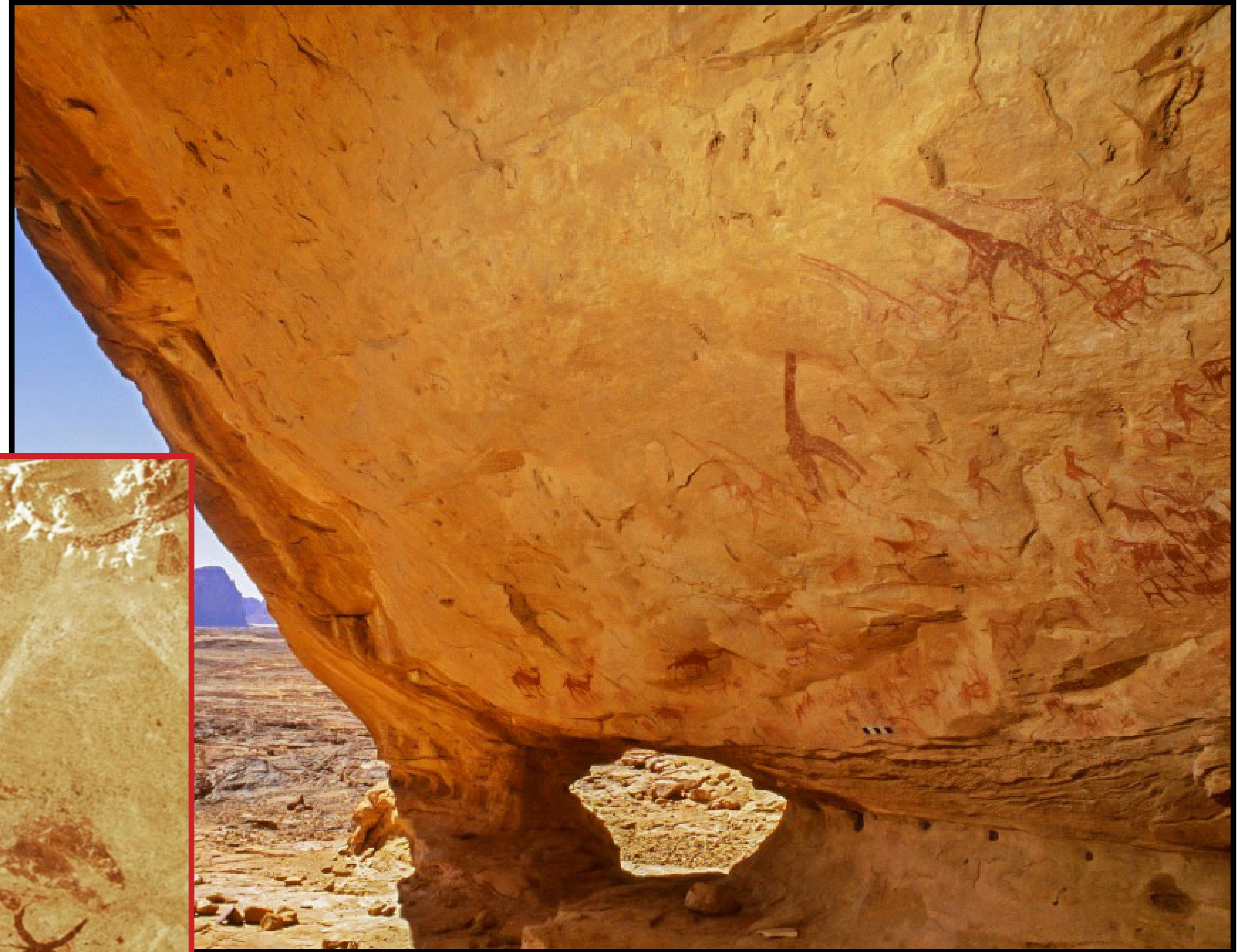
While the Department has conducted cultural heritage protection and preservation work for nearly 40 years, recent events have underscored the urgent problem of illegal digging, looting and pillaging of cultural heritage sites. Cultural property trafficking is rising in the Middle East and North Africa; the pillage of archaeological and historical sites and resulting sales of trafficked antiquities on international markets have bolstered the revenues of transnational criminal and terrorist networks such as ISIS.

The world watched in horror as video footage emerged of ISIS’s destruction of sites in Iraq and Syria, particularly the April 2015 destruction of the ancient Assyrian palace at Nimrud, Iraq, and the October 2015 destruction of the Arch of Triumph and the Temple of Bel at the Roman site of Palmyra, Syria.

Following the liberation of Nimrud from ISIS control in November 2016, the Department of State and Smithsonian Institution launched a \$400,000 emergency preservation project at the site. The project supports Iraq’s State Board of Antiquities and Heritage work to stabilize and protect standing remains at the site and to document damaged sculptures and move them into a new secure storage facility for further conservation. This work builds on a State-Smithsonian partnership to train Iraqi conservation specialists at the Iraqi Institute for the Conservation of Antiquities and Heritage.

“Together with our partners and interagency colleagues, we are supporting efforts to prevent criminal networks and terrorist groups from profiting on the looting, theft and sale of conflict antiquities,” said ECA Assistant Secretary Marie Royce. “We are working on initiatives to protect and preserve the cultural heritage of ethnic minorities in the Middle East.” | *Cont.* | ▼





The unique rock art of northern Chad gives a window into prehistoric life. Facing vandalism, severe weather and neglect, these endangered prehistoric rock art images are protected and preserved, thanks to a \$133,000 grant through the U.S. Embassy in N'Djamena. The project is supported by the Ministry of Touristic Development, Culture, and Handicrafts and is implemented by the Trust for African Rock Art (TARA).

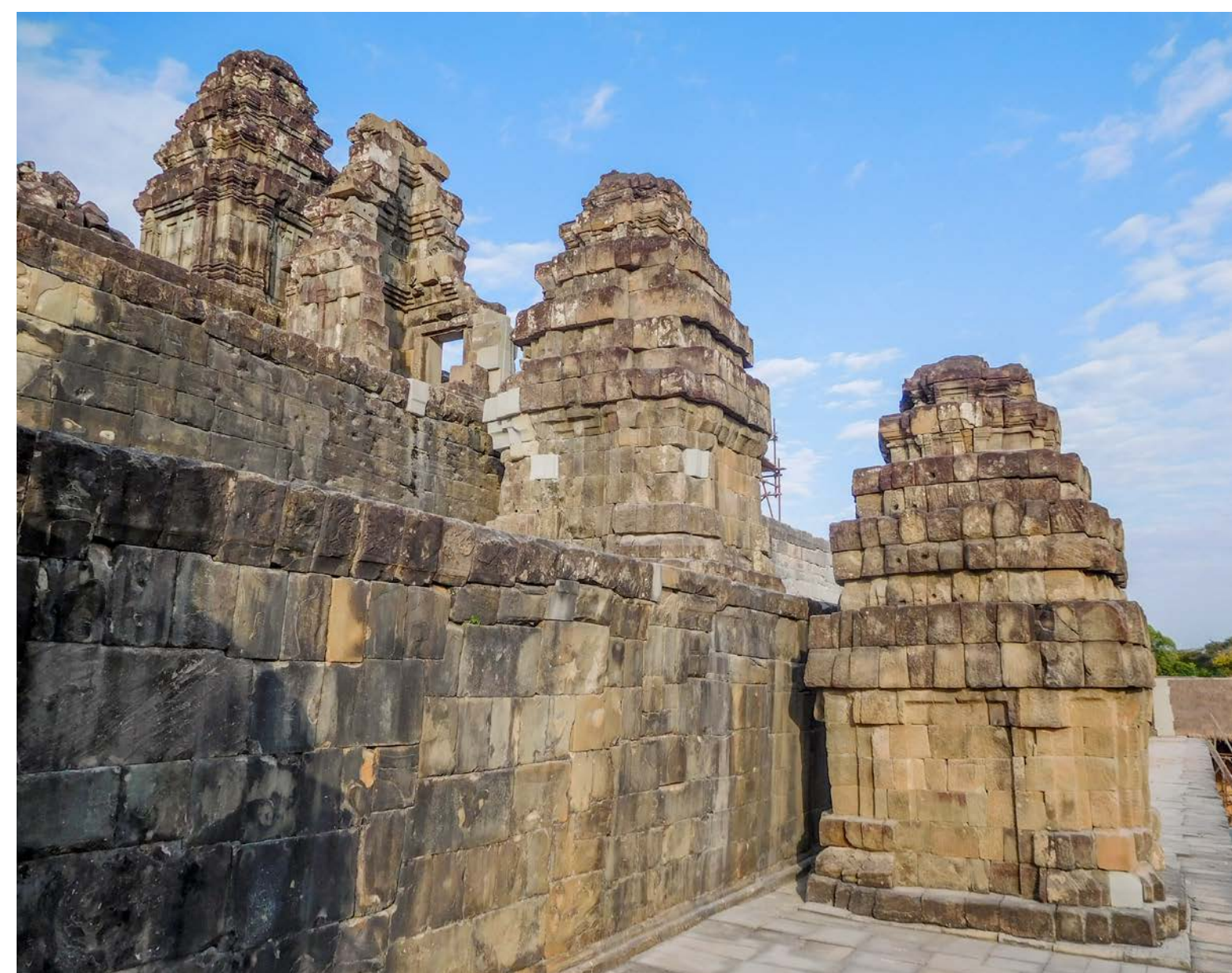
*Photo courtesy of David Coulson/TARA*





Ambassador to Cambodia William A. Heidt and Secretary of State of Cambodia's Ministry of Culture and Fine Arts His Excellency Chuch Phoeum talk during a signing ceremony Dec. 8, 2017 to announce a \$55,500 grant supporting the Tuol Sleng Genocide Museum through the AFCP. The grant supports the preservation of 3,000 to 5,000 articles of clothing from victims of the Khmer Rouge at the prison.

*Photo by U.S. Embassy Phnom Penh*



Phnom Bakheng is one of Angkor Archaeological Park's oldest temples. The U.S. government has supported the conservation of Phnom Bakheng through approximately \$3.2 million in AFCP and other U.S. government grants since 2004. *Photo courtesy of U.S. Embassy Phnom Penh*

In 2016, Congress enacted emergency import restrictions for Syria, a country where prolonged conflict has created severe threat to cultural heritage. The Protect and Preserve International Cultural Property Act created a new interagency committee led by ECA to strengthen coordination between U.S. government bodies in the fight against the illicit trade in cultural property. It was a watershed moment for the protection of cultural heritage. Since then, under the Cultural Heritage Coordinating Committee (CHCC), interagency stakeholders have accelerated their collaboration, meeting throughout the year to synchronize activities, including improving use of technology, offering robust training and increasing public awareness and outreach on cultural heritage protection efforts. The Department of State partners with the Departments of Defense, Homeland Security, Justice, Treasury and the Interior, and organizations including the Smithsonian Institution, the National Endowment for the Arts and the National Endowment for the Humanities, to train law enforcement in cultural heritage protection.

## Protecting Cultural Heritage for Future Generations

In addition to the Cultural Heritage Center's oversight of more than 130 active Ambassadors Fund for Cultural Preservation projects worldwide, the Center manages 17 bilateral cultural property protection agreements.

The United States is one of approximately 134 states party to a 1970 UNESCO convention on cultural property that facilitates collaboration to prevent the theft of culturally significant archaeological and ethnological material. Such theft deprives nations of their cultural identity and encourages unscientific digging that destroys the archaeological context in which the cultural materials are found. In 1983, in support of the convention, President Ronald Reagan signed into law the Convention on Cultural Property Implementation Act (CPIA). Under this legislation, countries may request that the U.S. government work with them to protect their archaeological and ethnological items through agreements that impose import restrictions at ports of entry to the United States on cultural objects without export certifications.

| *Cont.* | ▼





A medieval throne has a restored home through a \$625,000 AFCP grant to the National Museum of Bosnia and Herzegovina. Jelena Gruba became one of the first independent queens of Europe following the death of her husband, King Stjepan Dabisa. *Photo courtesy of U.S. Embassy Sarajevo*





Hundreds of wooden coffins have benefited from improved storage conditions at the Egyptian Museum in Cairo. The coffins are being conserved through an AFCP grant and the work of ECA's Cultural Heritage Center staff.

*Photo by Maged Helal*



The 13th-century al-Imam al-Shafi'i Mausoleum in Cairo is a prominent burial place for Sunni Islam's foremost moderate figure and founder of one of its four schools of jurisprudence. Thanks to a \$695,000 AFCP project grant provided through Embassy Cairo, the site is being restored, contributing to regional tourism and economic growth.

*Photo by Maged Helal*

Such agreements also benefit bilateral relationships by supporting economic development through tourism, increasing local skills and employment, and enhancing law enforcement cooperation.

The first actions taken under CPIA protected cultural property from El Salvador, Bolivia, Peru and Guatemala. All of these countries suffered from catastrophic looting and violence that fed the international art market in the 1980s. Over time, the situation in these countries improved, as incentive to loot was reduced and nations took steps to protect their own heritage. However, other regions suffer increasing threats. In 2016, in response to rampant looting of its cultural sites at a time of political upheaval, Egypt became the first country in the Bureau of Near Eastern Affairs region to sign a bilateral cultural property agreement with the United States. AFCP also supports several tangible and intangible conservation projects in Egypt including the preservation of wooden coffins at the Egyptian Museum in Cairo and the restoration of the 13th-century al-Imam al-Shafi'i Mausoleum in Cairo's "City of the Dead"—the prominent burial place of Sunni Islam's foremost moderate figure and the founder of one of its schools of jurisprudence.

Similarly, in Cambodia, U.S. government support to the Tuol Sleng Genocide Museum and the ancient temple of Phnom Bakheng reflect a holistic approach to protecting cultural heritage that includes conserving these sites for future generations. The Phnom Bakheng temple was built between the ninth and 10th centuries in the ancient Khmer city of Angkor, now an archaeological park and UNESCO World Heritage Site. Prior to receiving U.S. government support, it was at risk of destruction by erosion and humidity. As urban development has rapidly accelerated in Cambodia's urban centers, the risk of looting and trafficking of precious heritage items has become a growing problem—thus the country's cultural patrimony is protected through the important restrictions enforced by the bilateral agreement that was first signed in 2003.

Libya became the most recent partner country when it signed a bilateral cultural property agreement Feb. 23 in Washington, D.C. The Department first began partnering with

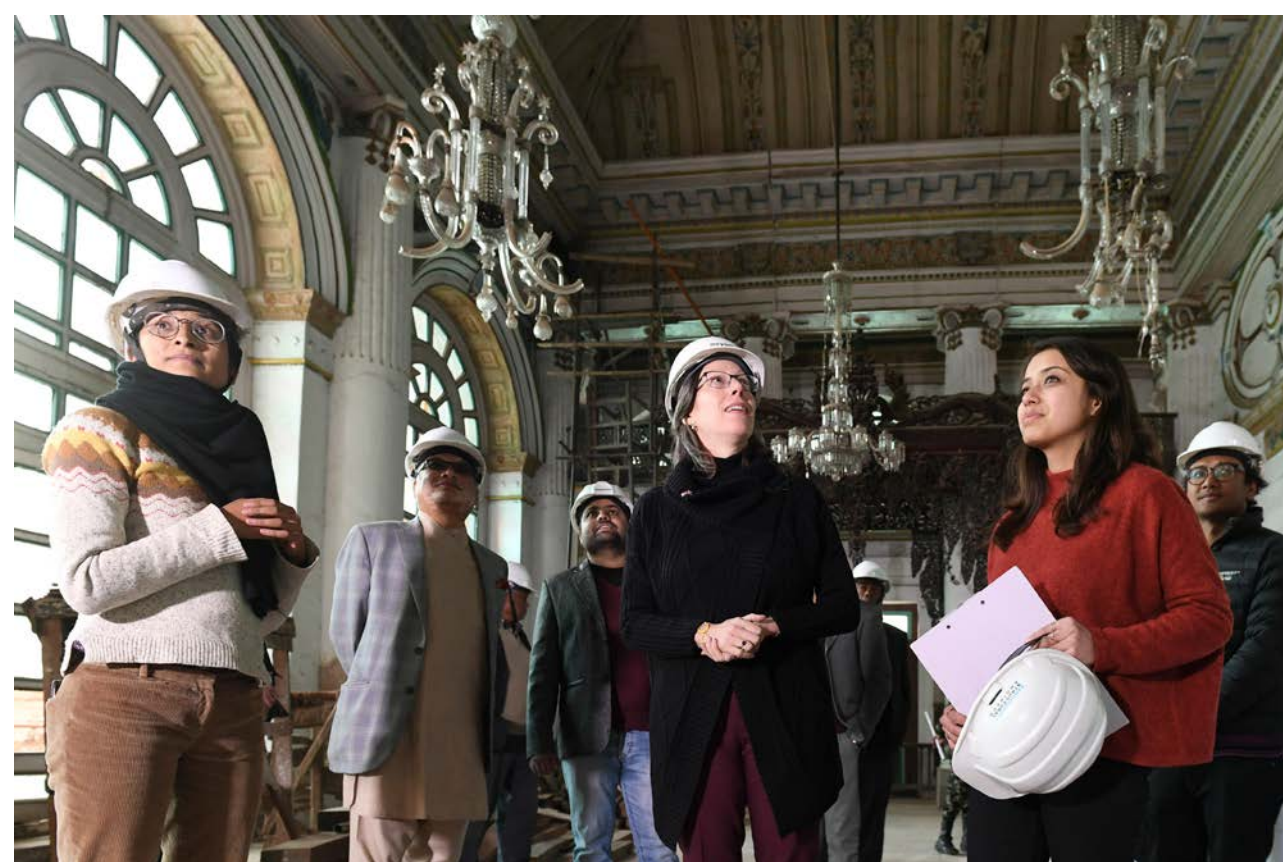
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More than 100 nuns, priests and lay persons received hands-on training on how to protect their cultural heritage items from theft and environmental emergencies in November 2013, in Arequipa, Peru. The Cultural Antiquities Task Force supported the workshop, which was conducted by Embassy Lima in cooperation with the Peruvian Ministry of Culture and the Archdiocese of Arequipa.

*Photo courtesy of U.S. Embassy Lima*



Ambassador Alaina B. Teplitz, with local engineers, visited the site of Embassy Kathmandu's AFCP project at Gaddi Bathak in January and examined the progress of the interior structure restoration.

*Photo courtesy of U.S. Embassy Kathmandu*



Built in CE 32 by Roman Emperor Tiberius and considered one of the most important buildings of the first century CE in the Middle East, the Temple of Bel at Palmyra in Syria was destroyed by ISIS in 2015. The Department's partner, American Schools of Oriental Research (ASOR), publishes authoritative weekly reports of ongoing damage to cultural heritage in Syria.

*Photo by Michael Danti*



Libya through a 2005 AFCP project grant that preserved the archaeological and photographic collections of Cyrene, a UNESCO World Heritage Site. Since then, the Department has significantly increased and expanded its support for conservation and capacity-building in Libya by providing training to diverse groups including Libyan law enforcement and leaders of the Libyan Boy Scouts and Girl Guides.

### **State Boosts Interagency Training Efforts to Combat Looting and Trafficking**

While AFCP and the cultural property agreements often address the problems of looting after the fact, another program administered by the Cultural Heritage Center addresses the prevention side of antiquities trafficking. The Cultural Antiquities Task Force (CATF), established in 2004 by Congress and integrated into the CHCC in 2016, supports a results-oriented “One Government” approach to countering the criminal networks that traffic in cultural property. Chaired by the Cultural Heritage Center, the CATF supports hands-on training for both domestic and international law enforcement and cultural heritage professionals. One country of focus for such training is Peru.

Looting of cultural heritage sites poses an ongoing threat in Peru, as thieves target churches for their Colonial-era paintings, icons and religious items, and search for pre-Columbian and Inca pottery and textiles at other sites. In recent years, with the support of the CATF, the U.S. Embassy in Lima has cooperated with the Peruvian Ministry of Culture and archdioceses to train priests, nuns and lay persons in local laws for cultural heritage protection and in preventative measures against theft and trafficking. CATF-sponsored trainings have increased awareness among lay persons and law enforcement officials about the problem of cultural antiquities trafficking and its links to criminal networks. A partnership between the Department, DHS and the Smithsonian Institution, led by Immigration and Customs Enforcement–Homeland Security Investigations, has trained hundreds of law enforcement officers on cultural property investigative methods and proper documentation and handling of artifacts.

As the threat to cultural heritage worldwide increases, the work of the Cultural Heritage Center becomes even more important to advancing foreign policy goals. Through the center’s efforts, the United States is able to promote stability, economic development and good governance in partner countries, while denying critical financing to terrorist organizations and other criminal networks that engage in illicit trade.

■ *Erin Concors is a strategy and outreach officer in the Cultural Heritage Center.*



# International Diplomatic Training

## Creating and Cultivating Networks in Berlin

Story by Stephan Langley 🇩🇪 Photos courtesy of Training for International Diplomats

The German Federal Foreign Office's International Diplomatic Training division has brought together 3,700 diplomats from every country in the world over the past 25 years to improve practical skills, provide professional development opportunities, convey insights into the workings of German government and remind diplomats that people are behind the creation of foreign policy. The six-week Diplomatic Training Executive Seminar hosted by the German Foreign Office in Berlin is geared toward German-speaking diplomats from around the world who have, ideally, already served abroad. This year's demanding program, held entirely in German, was packed with more than 50 meetings with German and European Union (EU) officials in eight cities. Twenty participants from around the globe participated in intensive public speaking exercises, Oxford-style debates, mediation exercises and useful cultural training that permitted the diverse group to work closely for the



Diplomatic training participants gather inside the German Foreign Office with Deputy Foreign Minister Michael Roth and Ambassador Dr. Alex Berg.

duration of the course without cultural differences getting in the way. Core course topics included international economic policy, peacekeeping, conflict prevention and human rights. The open format of meetings with representatives at the city, state, federal and EU-level allowed participants to freely incorporate current topics of interest into the discussions.

This year, diplomats from Canada, China, Japan, Latvia, Ukraine, Colombia, Poland, Armenia, Uzbekistan, Georgia, the Czech Republic, Thailand, Argentina, Chile, Romania, Andorra, Lithuania and Iran made the trip to Berlin. While everyone spoke advanced or fluent German, a few participants had never before traveled to Germany, or anywhere outside of their home country, which added to the diverse makeup of the group. Meetings were generally held inside the German Foreign Office, where participants could wander the halls and freely mingle with their German colleagues and

| Cont. | ▼



meet with senior Foreign Office staff, including an afternoon with the Deputy Foreign Minister, who underscored the strategic significance of the training program's role in establishing robust diplomatic networks worldwide.

The program's focus the first week was to familiarize the participants with Germany's capital and the immense Foreign Office building, which formerly housed both the central bank of the Third Reich during World War II and the central committee of the Socialist Party of East Germany until the fall of the Berlin Wall. The Foreign Office's training staff provided practical and condensed versions of their challenging 24-month training curriculum. The exercises significantly strengthened the participants' German language skills. This helped during meetings with prominent public figures, politicians, career ambassadors and representatives from private sector organizations.



Participants visit chemical producer BASF Corporation's headquarters in Ludwigshafen, Germany.

After providing a brief introduction, each speaker relied on the participants to drive discussions about current events or other areas of interest, related to the “America First” foreign policy philosophy and other factors influencing current U.S. foreign affairs. The program director of the International Training Program, an ambassador well-known in Berlin's political and diplomatic circles, remained with the group at all times to assign daily control officers and to ensure everyone participated actively and, most importantly, communicated exclusively in German.

As the program progressed, participants were grouped into teams and competed in negotiation exercises and debates, and created videos that were critiqued by both German diplomats and fellow participants. By the second or third week, the projects and competitions became more intense—nations, governments, and political and cultural differences started to disappear, and the status of diplomatic relations between countries seemed to have little effect on the bonds that formed between | *Cont.* | ▼



participants as they teamed together to win debates and prepare engaging questions for the speakers and guests. The relaxed atmosphere of the more informal events that followed the strenuous days further helped break down the differences. Most evenings were filled with organized cultural events, dinners, team activities, sporting events and museum visits.

The course also included trips to the EU parliament and NATO headquarters in Brussels and the German Supreme Court in Karlsruhe.

Sobering visits to the Buchenwald concentration camp and other remnants of the Weimar Republic gave participants a better understanding of the problematical nature of recurring German nationalist movements.

Throughout the six-week program, participants learned about Germany, each other and themselves. The opportunity to exchange stories and experiences, and explain and defend an American view of world events to diplomats from

countries such as Iran or China, some who had never before met an American, made for a truly unforgettable experience. The Federal Republic of Germany, too, benefited from the training, as it gained new friends from all over the world who now have a greater understanding of German life and its governmental processes, as well as insights into some of the challenges facing the country's leadership. The relationships that formed between participants provided a sense that Germany's experiment could hold promise—fostering free and open dialogue between the people who have a role in shaping their countries' foreign policy and helping them to build a foundation for partnership-based cooperation on global issues.

In addition to the annual six-week executive seminar, the German Foreign Office offers several other courses open to American diplomats at all levels. The Foreign Office's Diplomatic [Training portal](#) has more information and lists all upcoming programs, as well as regional networking opportunities for diplomats posted overseas.

■ *Stephan Langley is a general services officer at Consulate General Frankfurt.*



Diplomatic training participants stand in front of Brandenburg Gate.





# Consular Fellows

**Program helps Consular Affairs fill needed roles**

By Ryan Crowley

**T**he Department of State's Bureau of Consular Affairs (CA) employs approximately 6,000 staff at 235 overseas posts. These employees assist American citizens abroad, protect national security, and encourage international exchange and economic growth by facilitating legitimate travel to the United States. Joining their colleagues on the front line of diplomacy are many new members of the consular team, including Consular Fellows, Consular Affairs-Appointment Eligible Family Members (CA-AEFMs) and Civil Service Consular Adjudicators.

Recognizing that demand for overseas consular services was outpacing the hiring of Foreign Service entry-level officers, in 2011 the Bureau of Human Resources (HR) and CA established the Consular Affairs Limited Non-Career Appointment (CA/LNA) program. At that time, the Department's critical need for additional consular personnel was to meet rising demand for visa services in China and Brazil. The pilot program offered the opportunity for Mandarin Chinese and Portuguese speakers to serve on a Foreign Service limited appointment as a vice consul, initially for 13 months and later for 60 months. Thanks to the success of the Mandarin and Portuguese CA/LNA recruitment, the program expanded in 2013 to include Spanish-speaking candidates, and again in 2016 to include Arabic and Russian. In 2015, the Department opened up the option to serve as a CA/LNA to candidates on the Foreign Service generalist register.

In 2016, the Department renamed the CA/LNA program to the Consular Fellows Program (CFP), and in 2017 launched the new online Consular Fellows Program test. Similar to the Foreign Service officer test, CFP applicants must pass written and oral exams as well as security, medical and suitability clearances. CFP applicants must also pass a comprehensive exam in their target language. Since these modifications, the CFP has received more than 6,000 applications.

From the program's inception, Consular Fellows, with their extensive linguistic skills and intercultural experience, have been integral members of consular teams around the globe. They have played crucial roles in advancing the Department's goals to protect American citizens and enhance national security. In March 2017, the White House directed the Department to further expand the CFP to ensure that nonimmigrant visa interview wait times would not be unduly affected.

In 2014, CA and HR added two other categories under the "Consular Professional" umbrella, which also includes the CFP. Open to eligible family members (EFM) of all agencies under Chief of Mission authority, the CA-AEFM program helps meet demand for consular services by training family members as fully certified vice consuls. Once certified, program participants stay on the CA-AEFM register and can transfer to their | *Cont.* | ▼



## Meet the Fellows

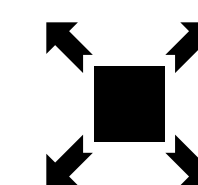
sponsors' next assignments as CA-AEFMs if an entry-level consular position is available. As of April 2018, 202 CA-AEFMs had been fully certified, with 86 hired to work as vice consuls at their sponsors' posts in all geographic bureaus.

Similarly, the Civil Service Consular Adjudicator program offers professional development opportunities to civil service employees interested in opportunities to serve abroad. Civil service employees in this program will serve at least one two-year limited non-career appointment (LNA) in a consular section overseas and maintain re-employment rights with their home bureaus, making the return to the Department straightforward. The program has grown to more than 40 current active participants, with the majority serving at posts throughout the Bureau of Western Hemisphere Affairs. Interested candidates should watch for periodic application announcements on the Communities@State intranet site, [Civil Service Abroad](#).

Whether a Consular Fellow, CA-AEFM, Civil Service Consular Adjudicator or entry-level officer, employees from these different hiring streams undergo similar training programs and are members of united teams performing the same critical consular functions to protect national security and U.S. citizens. Today, more than 200 Consular Fellows, 80 CA-AEFMs and 30 civil service LNA employees are in the field. Others are wrapping up training before heading out to post. By adjudicating visas, providing routine and emergency services to American citizens, and conducting outreach to visa applicants and U.S. citizen communities, these consular professionals have helped build strong consular teams in 60 posts across six continents. Consular Affairs continues to work hand-in-hand with HR to maintain a robust recruitment pipeline of talented candidates and ensure the Department is positioned to achieve its consular mission.

For more information on the CA-AEFM program, please visit the [FLO website](#).

▣ *Ryan Crowley is a consular officer in the Bureau of Consular Affairs.*



**TAP**

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**Chelsea Estevez**

Tunis, Tunisia

**What advice would you give to someone interested in pursuing the Consular Fellows Program?**

If helping others, living abroad, interacting with people on a daily basis and practicing languages is for you, I would say absolutely go for it. The work is incredibly dynamic and rewarding. This program has far exceeded my expectations.



## Meet the Fellows

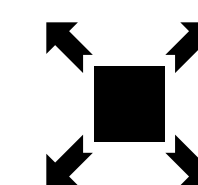
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**Obio Ntia**

Guangzhou, China

**In your experience, what has been the most rewarding aspect of consular work?**

The most rewarding aspect of consular work is the insight gained from constant interaction with a vast cross-section of host-country citizens and third-country nationals. Each visa decision is a national security decision.



## Meet the Fellows

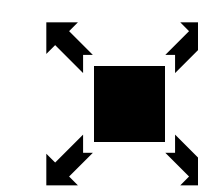
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**Claire Lehnen**

Shanghai, China

### **Why did you choose to become a Consular Fellow?**

After two years as a Peace Corps volunteer in a small town on the Sichuan-Yunnan border, becoming a Consular Fellow gave me exactly what I was looking for: the opportunity to use my Mandarin Chinese skills to serve my country overseas.



## Meet the Fellows

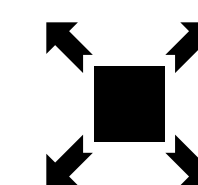
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### Mary Lynn Montgomery

Ciudad Juarez, Mexico

**What advice would you give to someone interested in pursuing the Consular Fellows Program?**

If you are interested in becoming a Consular Fellow, take advantage of all the resources that are available to you. Take the practice tests and read the descriptions of language proficiency levels. Read the discussion boards on the Department's careers website. Reach out to your Diplomat in Residence—they have great information and will be able to help you navigate the process.



## Meet the Fellows

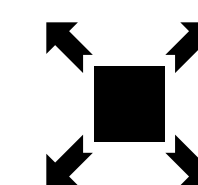
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### Mauricio Parra

Guayaquil, Ecuador

**In your experience, what has been the most rewarding aspect of consular work?**

My work has a real and immediate impact on people's lives. There have been several times when I was deeply touched by our customers' reactions. Many of those moments came from issuing an immigrant visa to an immediate relative of someone who is in the United States and has been separated from their loved one for a long time, sometimes for more than 10 years.



## Meet the Fellows

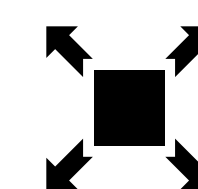
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**Eric Maldonado**

Lima, Peru

**How has post been able to integrate Consular Fellows in order to build a strong consular team?**

At post, I am one of 12 entry-level adjudicators who entered the Foreign Service via different paths: Foreign Service officers, civil service limited non-career appointments and appointment-eligible family members. We all bring our distinct backgrounds to represent the United States and build a stronger team.



## **Mike Pompeo - U.S. Secretary of State**



Mike Pompeo of Kansas is the new Secretary of State. He previously served as Director of the Central Intelligence Agency from January 2017 to April 2018. Prior to joining the Trump administration, Mr. Pompeo was serving in his fourth term as congressman from Kansas' 4th District. He served on the House Intelligence Committee, as well as the Energy and Commerce Committee and House Select Benghazi Committee. Prior to his service in Congress, Mr. Pompeo founded Thayer Aerospace, where he served as CEO for more than a decade. He later became president of Sentry International, an oilfield equipment manufacturing, distribution and service company. Mr. Pompeo graduated first in his class at the United States Military Academy at West Point in 1986 and served as a cavalry officer patrolling the Iron Curtain before the fall of the Berlin Wall. He also served with the 2nd Squadron, 7th Cavalry in the U.S. Army's 4th Infantry Division. After leaving active duty, Mr. Pompeo graduated from Harvard Law School, having been an editor of the Harvard Law Review. Mr. Pompeo was born on Dec. 30, 1963, in Orange, Calif. He is married to Susan Pompeo and has one son, Nick.

## **Richard Grenell - U.S. Ambassador to Germany**



Richard Grenell of California is the new U.S. Ambassador to the Federal Republic of Germany. He has served as a senior policy and communications advisor for public officials at the local, state, federal and international levels. Grenell is the longest serving U.S. spokesman and political appointee at the U.N. in history, having served from 2001–2008. In 2001, he was appointed by President George W. Bush to serve as Director of Communications and Public Diplomacy for the U.S. Ambassador to the U.N. Grenell was also appointed in 2004 as an Alternate Representative to the U.N. Security Council. Grenell served as the U.S. spokesman and led communications strategies on issues such as the war on terrorism, peacekeeping operations, the conflict in the Middle East, nuclear proliferation, Israel's security and the U.N.'s Oil for Food Corruption investigation. Prior to his tenure at the U.N., Grenell served as a spokesman for New York Governor George Pataki's administration, San Diego Mayor Susan Golding, Congressman Mark Sanford and Congressman Dave Camp, former chairman of the House Ways and Means Committee. Grenell received a master's degree in public administration from Harvard University's John F. Kennedy School of Government and his bachelor's degree in government and public administration from Evangel College.



**Thomas J. Hushek - U.S. Ambassador to South Sudan**



Thomas J. Hushek of Wisconsin is the new U.S. Ambassador to the Republic of South Sudan. Mr. Hushek, a career member of the Senior Foreign Service, class of Minister-Counselor, has served as an American diplomat since 1988. He is currently the Principal Deputy Assistant Secretary (Acting Assistant Secretary) in the Bureau of Conflict and Stabilization Operations at the Department of State. A three-time deputy chief of mission and senior official at the Department of State, he has extensive experience in management and communications, coordination of humanitarian programs, and crisis management. Mr. Hushek has served at eight U.S. Missions overseas. He earned an M.I.A. from Columbia University and a B.A. from the University of Wisconsin, Madison. He speaks Russian and Persian (Dari).

**Kirsten D. Madison - Assistant Secretary of State for International Narcotics and Law Enforcement Affairs**



Kirsten Dawn Madison of Florida is the new Assistant Secretary of State for International Narcotics and Law Enforcement Affairs. Ms. Madison has been Deputy Director and Resident Fellow for foreign and defense policy at the American Enterprise Institute in Washington, D.C., since 2015. During a 25-year career in foreign and national security policy, she has worked on issues relating to governance, counternarcotics and counterterrorism for the U.S. Senate Committee on Foreign Relations, the U.S. Coast Guard, U.S. Department of State, the Organization of American States, the White House National Security Council and as a congressional staffer. Ms. Madison has run programs that support the work of the Department of State Bureau of International Narcotics and Law Enforcement Affairs to build the capacity of international partners. She earned an M.Sc. at the London School of Economics and Political Science in the United Kingdom and a B.A. at Goucher College in Baltimore.

**Andrea L. Thompson - Under Secretary of State for Arms Control and International Security**



Andrea L. Thompson of South Dakota is the new Under Secretary of State for Arms Control and International Security. Ms. Thompson, a former military officer, currently serves as a Special Advisor in the Office of Policy Planning at the Department of State. Previously, she was Deputy Assistant to the President and National Security Advisor to the Vice President at the White House. A former director of the McChrystal Group Leadership Institute, Ms. Thompson has more than 25 years of military service in the U.S. Army, including deployments to Afghanistan, Iraq and Bosnia. She has also served as National Security Advisor to the House Homeland Security Committee, Executive Officer to the Under Secretary of the Army, Senior Military Advisor to the House Foreign Affairs Committee and a Senior Fellow with the Army's strategic studies group. She earned a B.A. in both journalism and Spanish at the University of South Dakota, an M.S. from Long Island University and an M.A. from the National Defense University.



### **Yleem D. S. Poblete - Assistant Secretary of State for Verification and Compliance**



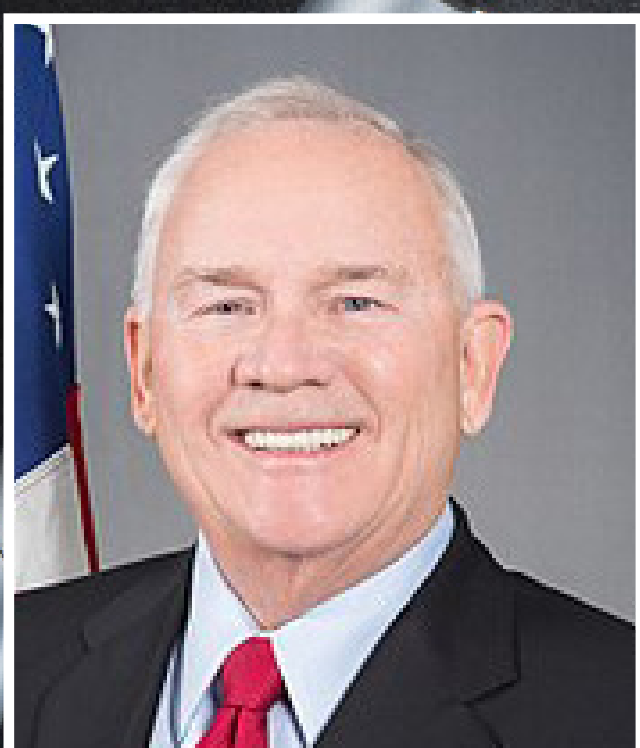
Yleem D. S. Poblete of Virginia is the new Assistant Secretary of State for Verification and Compliance. Dr. Poblete is currently a senior advisor at the Department of State. She has also served more than two decades on the staff of the Committee on Foreign Affairs of the U.S. House of Representatives, including as its chief of staff and staff director—the first Hispanic female to serve in that post. Dr. Poblete is broadly knowledgeable regarding proliferation matters, the International Atomic Energy Agency, nuclear agreements, sanctions and export controls, security assistance and arms sales. During her service on the Foreign Affairs Committee, she was the principal staff member on initiatives to address threats posed by Iran, North Korea and Syria. She has been a frequent guest lecturer at the National Intelligence University. She has also been the co-owner of Poblete Analysis Group, a fellow at The Catholic University of America and a foreign policy analyst for United States government projects at the Hudson Institute. Dr. Poblete earned a B.A. from Saint Thomas University, an M.A. magna cum laude from the University of Miami, and a Ph.D. from The Catholic University of America.

### **James T. Morris - U.S. Representative on the Executive Board of the United Nations Children's Fund**



James Thomas Morris of Indiana is the new U.S. Representative on the Executive Board of the United Nations Children's Fund (UNICEF). Mr. Morris is vice chairman of Pacers Sports & Entertainment, which owns the Indiana Pacers and Indiana Fever. He served as executive director of the United Nations World Food Program from 2002–2007 in Rome, Italy. Concurrently, Mr. Morris served as the U.N. Secretary General's Special Envoy for Southern Africa, leading an effort to bring U.N. and humanitarian agencies together to address issues affecting more than 15 million people. In Indiana, Mr. Morris has demonstrated leadership in the corporate, nonprofit and government sectors. He was president of Lilly Endowment Inc. (1984–1988), chairman and CEO of IWC Resources Corporation and Indianapolis Water Company (1989–2002), and chief of staff for former Indianapolis Mayor Richard G. Lugar (1967–1973). An Eagle Scout, Mr. Morris has served many institutions in volunteer leadership roles, including Indiana University (as Trustee and Board Chair) and Riley Children's Foundation (as Board Chair). He has also served United Way of Central Indiana, Indiana Youth Institute, Gleaners Food Bank, and Indianapolis Urban League. Nationally, he has assisted the American Red Cross, YWCA, Boy Scouts of America and Fellowship of Christian Athletes. Mr. Morris earned a B.A. from Indiana University and an MBA from Butler University.

### **Robert F. Pence - U.S. Ambassador to Finland**



Robert Frank Pence of Virginia is the new U.S. Ambassador to the Republic of Finland. Mr. Pence is the founder and Chairman of the Board of The Pence Group, a full-service development company dedicated to sustainable development practices. He is actively engaged as a board member of the Gary Sinise Foundation, which supports our nation's veterans, first responders and their families, and has served on the boards of The World Affairs Council, Washington D.C.; George Mason University; American University; The Kennedy Center; and the Wolf Trap Foundation. Mr. Pence is also a scholar who has been a lecturer at Georgetown University and a Teaching Fellow at Yale University. Mr. Pence earned a B.A. from the University of Maryland, a J.D. degree and two M.A. degrees from American University, and M.Phil. and M.A. degrees from Yale University.



LYING IN STATE:  
MYRON MOOBLE'S  
MOST MEDIOCRE  
EMPLOYEE  
EVALUATION



WITH GREAT STRATEGIC VISION,  
FOR A POLITICAL SECTION POT  
LUCK, I PRODUCED SPAM NACHOS  
THAT WERE "PARADIGM SHIFTING."



I DEMONSTRATED HIGH OPERATIONAL  
EFFECTIVENESS IN MASTERING THE VIDEO  
GAME "DIPLOMAT VS. DINOSAUR."



MYRON'S VENTRILOQUAL  
IMPRESSIONS OF THE AMBASSADOR  
INFLUENCED STAKEHOLDERS TO  
BECOME UNCOMFORTABLE.



MYRON'S INITIATIVE IN SPEAKING  
PIG LATIN IN HIS MEETINGS  
CONSISTENTLY CONFUSED AND  
BEWILDERED HIS LOCAL CONTACTS.

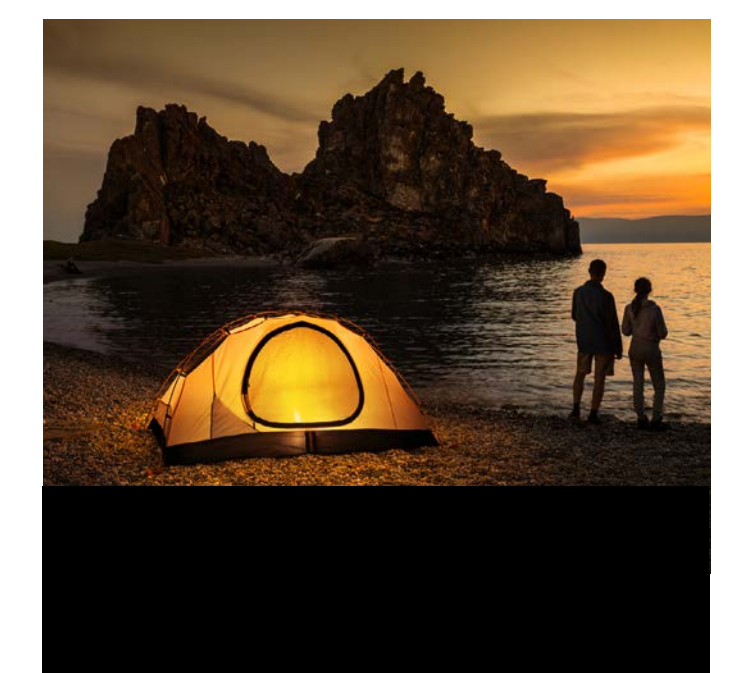
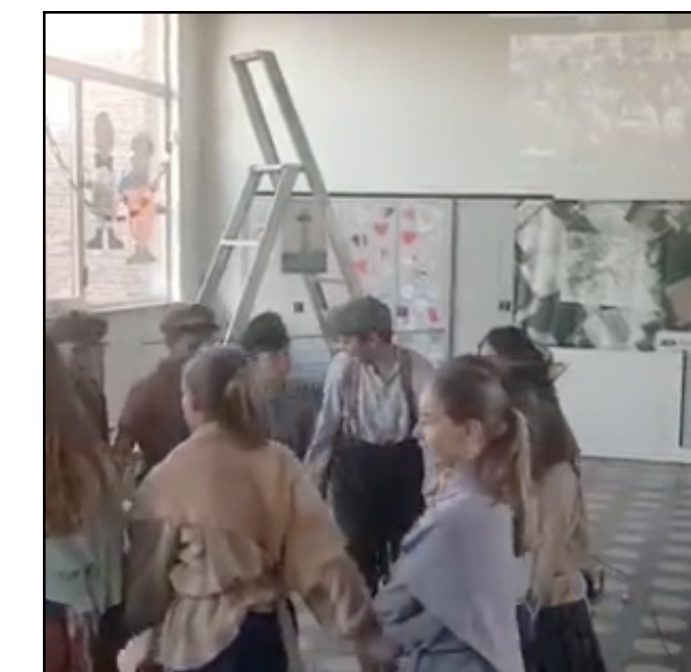


DEVELOPMENTAL AREA:  
SMARM MANAGEMENT.  
EVERYONE WOULD BE HAPPIER  
IF MYRON RATCHETED DOWN.

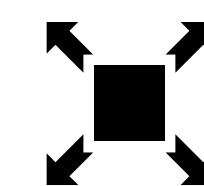




## U.S.-Supported Forest Concessions Create Jobs, Preserve Mayan History



U.S. Ambassador to Guatemala Luis Arreaga and USAID/Guatemala Director John Beed visited the Yaxha National Park and Uaxactun community forest concession, situated in the heart of the Maya Biosphere Reserve, a 2.1 million hectare protected area in Guatemala's Peten region and the historic heart of Maya Civilization. The visit highlighted a USAID-sponsored program that engages communities in long-term sustainable management of the reserve's forests and archaeological sites. The program generates employment, conserves critical forests and biodiversity, and preserves archaeological heritage. (from left to right) Uaxactun Community Tourism Coordinator Juan Ariel Pop; Association of Forest Communities of Petén Marcedonio Cortave; Ambassador Luis Arreaga; USAID/Guatemala Mission Director John Beed. ■ *Photo by Mayda Paiz (U.S. Embassy Guatemala)*



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Retirements

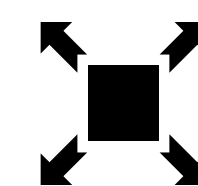
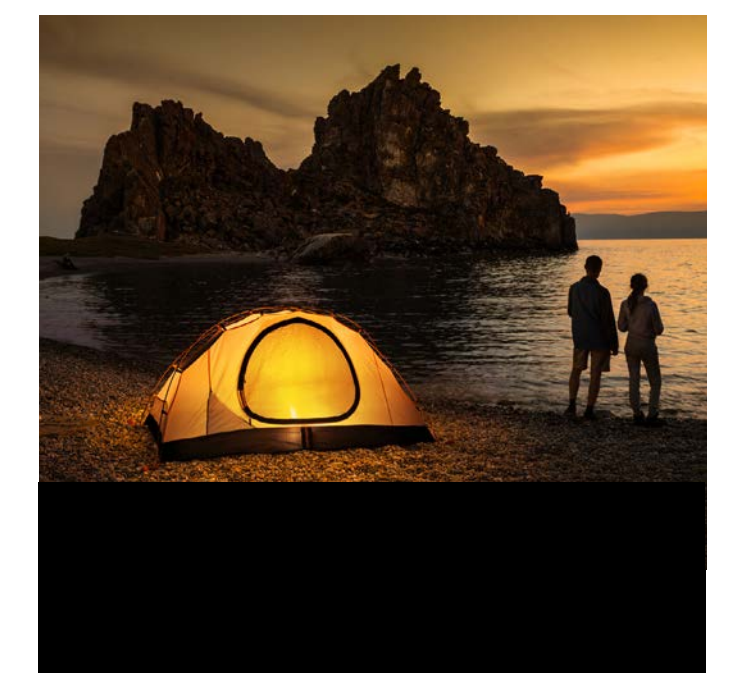
Civil Service

Ashby, Alvornia  
 Binner, Leila M.  
 Bosak, Ann Elizabeth  
 Bouford, Raymond  
 Buchwald, Todd F.  
 Burch, David D.  
 Buzby, Daniel John  
 Carson, Renee  
 Denny, David Anthony  
 Edwards, Carol A.  
 Edwards, Regina L.  
 Hassell, Mary Dolores  
 Hastings, Lilly S.  
 Horne, Martha B.  
 Jones, Richard M.  
 Katsoulos, Athena  
 Knight, Sherry Boyer  
 Knight, Shirelle Y.  
 Lee, Larry W.

Leventhal, Todd A.  
 Lilly, Delilah S.  
 Martin, Janice  
 Morris, Charles Raymond  
 Nohavitza, Charles R.  
 Peterson, Robyn Elaine  
 Phelan, Donna A.  
 Ryan, Elizabeth M.  
 Sampson, Olive B.  
 Sinha, Brahma C.  
 Smith, Jacqueline R.  
 Sohoney, Rama  
 Sun, Sarah  
 Thomas, Renee H.  
 Toure, Etta B.  
 Williams, Benita D.  
 Williams, Paula Ann  
 Wilson, Anna Mae

Foreign Service

Apicella, Deborah A.  
 Barela, Michael J.  
 Brandeis, Charles D.  
 Bryan, Angela Ann  
 Bushby, Richard J.  
 Herbert, Margaret R.  
 Jordan, Kim H.  
 Kelly, Ian C.  
 Leaf, Barbara A.  
 Lew, Anthony P.  
 Lieke, Brian Marshall  
 Mass, Clifford B.  
 Nauman, Julie A.  
 Renner, Matthew T.  
 Russel, Daniel Richard  
 Shelton, Grace W.  
 White, Jocelyn M.  
 Yamate, Robert T.

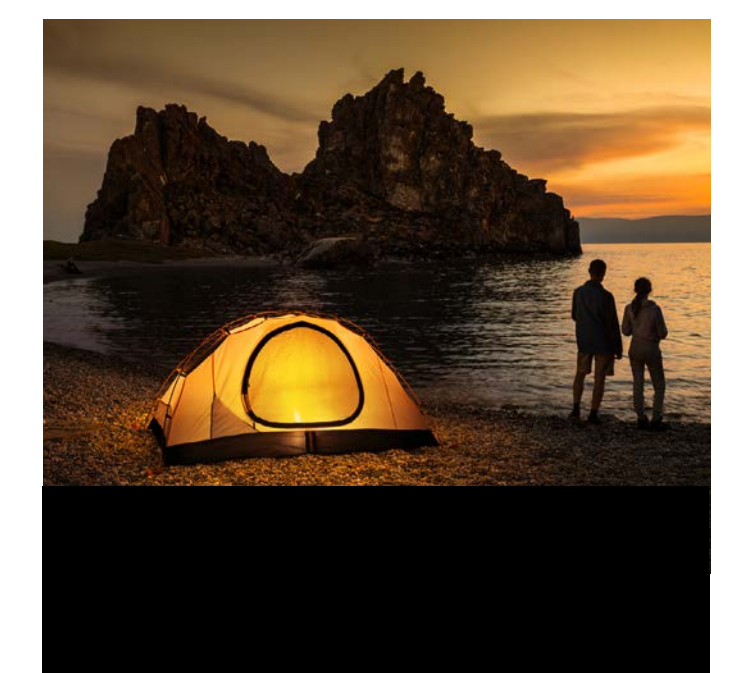
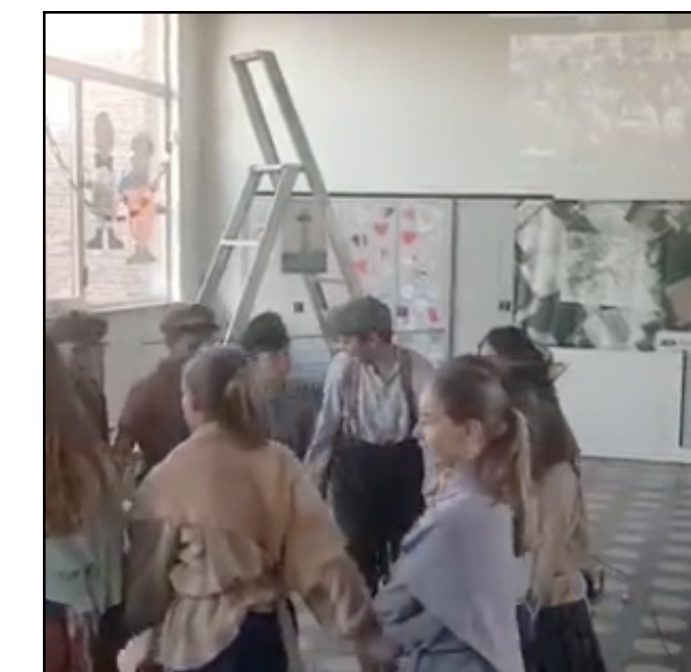


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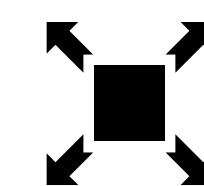
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## U.S.-Supported Forest Concessions Create Jobs, Preserve Mayan History



U.S. Ambassador to Guatemala Luis Arreaga and USAID/Guatemala Director John Beed visited the Yaxha National Park and Uaxactun community forest concession, situated in the heart of the Maya Biosphere Reserve, a 2.1 million hectare protected area in Guatemala's Peten region and the historic heart of Maya Civilization. The visit highlighted a USAID-sponsored program that engages communities in long-term sustainable management of the reserve's forests and archaeological sites. The program generates employment, conserves critical forests and biodiversity, and preserves archaeological heritage. (from left to right) Uaxactun Community Tourism Coordinator Juan Ariel Pop; Association of Forest Communities of Petén Marcedonio Cortave; Ambassador Luis Arreaga; USAID/Guatemala Mission Director John Beed. ■ *Photo by Mayda Paiz (U.S. Embassy Guatemala)*



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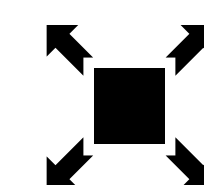
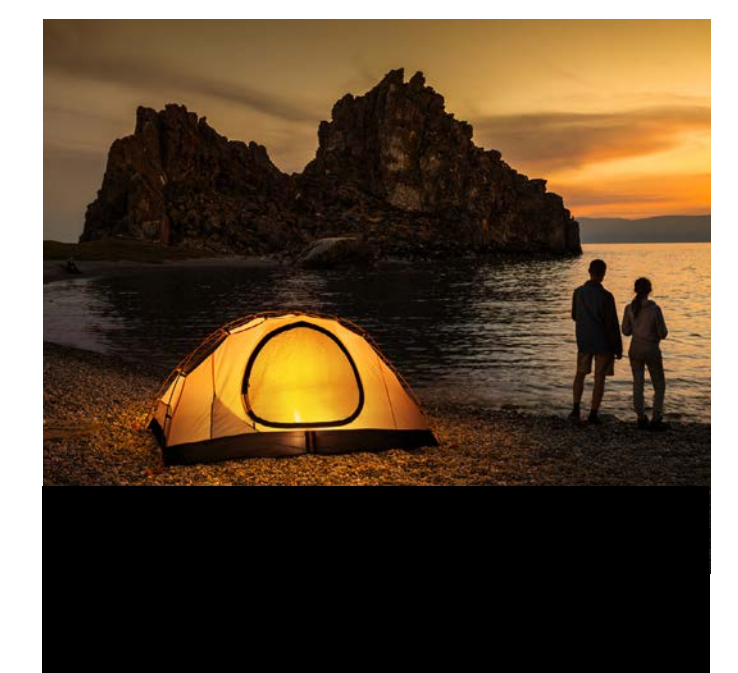


## Sharing Music and Culture in the Kyrgyz Republic



American pop singer Gina Chavez performs with Kyrgyz folklore ensemble Muras during her tour in the Kyrgyz Republic as a U.S. government cultural envoy with the support of the Bureau of Educational and Cultural Affairs' arts envoy program. ■

*Photo by Tabyldy Kadyrbekov*



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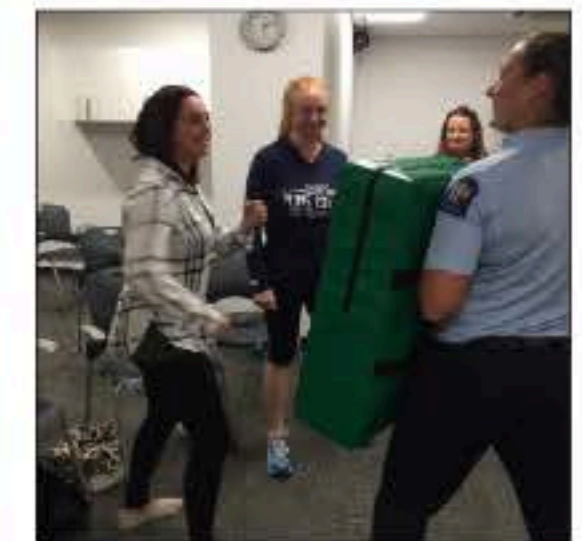
## Heuvelland-Lincoln Connects Belgian and American Youth with Yesterday's Sacrifices



in BRIEF VIDEO

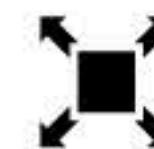


Click to watch video



Retirements

During the spring of 2018, primary school students from Heuvelland, Belgium and Lincoln, Neb. worked together to commemorate the 100th anniversary of the end of World War I through a Bureau of Educational and Cultural Affairs Collaboratory pilot project run by U.S. Embassy Brussels. The students exchanged boxes of artifacts and other physical items—from 1918 and 2018—and met virtually through Zoom video conferences to discuss the boxes and share elements of the lifestyle and culture of their respective countries, 100 years ago and today. ■ *Video courtesy of U.S. Embassy Brussels*



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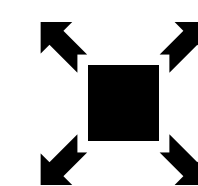


## Empower Yourself!



U.S. Embassy Wellington's women's program coordinator and regional security office team hosted a women's self-defense class in April. New Zealand Police College instructors taught a course on awareness, prevention, risk reduction and risk avoidance, and the basics of hands-on defense training. The class was designed to further develop situational awareness and build confidence. Participants included embassy employees, spouses and members of foreign missions. ■

*Photo by Paula Brainard*



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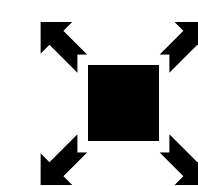
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## Embassy Contest Launches Photographer's Career



Ten years after winning an Embassy Brasilia photo contest organized by then-Regional Environment, Science, Health, and Technology Officer James Story, Rio de Janeiro's Lucas Landau has become an internationally recognized photographer. His photo, above, of the world-famous Copacabana Beach during the 2018 New Year's Eve celebrations helped him reconnect with Story, who is now consul general in Rio. Landau credits the embassy contest with setting him on his career path to being an accomplished professional photographer. ■ *Photo by Lucas Landau*



**TAP**

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# In Memoriam

**Bouton**

**Bartlett**

**Cheslick**

**Green**

**Henderson**

**King**

**Lindsey**

**Peterson**

**Stedman**

*Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302.  
Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960.  
For specific questions on submitting an obituary, please contact Heidi Howland at [howlandh@state.gov](mailto:howlandh@state.gov).*





# In Memoriam

## Samuel Bartlett



Samuel Bartlett, 82, died March 31. A graduate of Dartmouth College and Harvard Law School, he was a lawyer in Boston before joining the Foreign Service in 1965. He was posted to Paris, The Hague, Cebu, Ottawa, San Salvador and Belfast, and also served in Washington, D.C. After his retirement from the Department in 1976, Bartlett worked as corporate secretary for Amoskeag Company and later for the Massachusetts Bureau of Substance Abuse. He is survived by his wife of 61 years, three children and eight grandchildren.





# In Memoriam

## Norman Mansfield Bouton



Norman Mansfield Bouton died on April 7. He graduated from Brown University in 1955. He served his country as a U.S. naval lieutenant from 1955–1960, and as a U.S. Foreign Service officer, posted in Rio de Janeiro, Naples, Nicosia, Athens and Mexico City, and as chargé d'affaires in Antigua. He loved sailing, traveling, medieval history and rhubarb. He is survived by his wife of 63 years, Jane; three children, Katherine, Claudia and Lawrence; and five grandsons. A celebration of his life will take place in July.





# In Memoriam

## Virginia Cheslick



Virginia Cheslick, 93, died Nov. 28, 2017. Cheslick was from Texarkana, Texas. She was born June 13, 1924, in New York City. She served with the Foreign Service for 35 years in posts overseas, including Hong Kong, Japan, Tunisia, Kuwait, Denmark, Holland and South Africa. She is survived by Jean and Peter Hamer of Texarkana, Cathy McSwain of Boston and a number of other relatives.





# In Memoriam

## D'Ellis Green Jr.



D'Ellis Green Jr. died April 9. Green served his country for 30 years in the U.S. Air Force and retired as a chief master sergeant. He served in the U.S. Foreign Service for 16 years with assignments in Madrid, Spain; Abu Dhabi, UAE; Canberra, Australia; Brussels, Belgium and Washington, D.C. He is survived by his wife, Tamar Green, and two daughters, Brenda Ralph and Cheri Green.





# In Memoriam

## Hale S. Henderson, Jr.



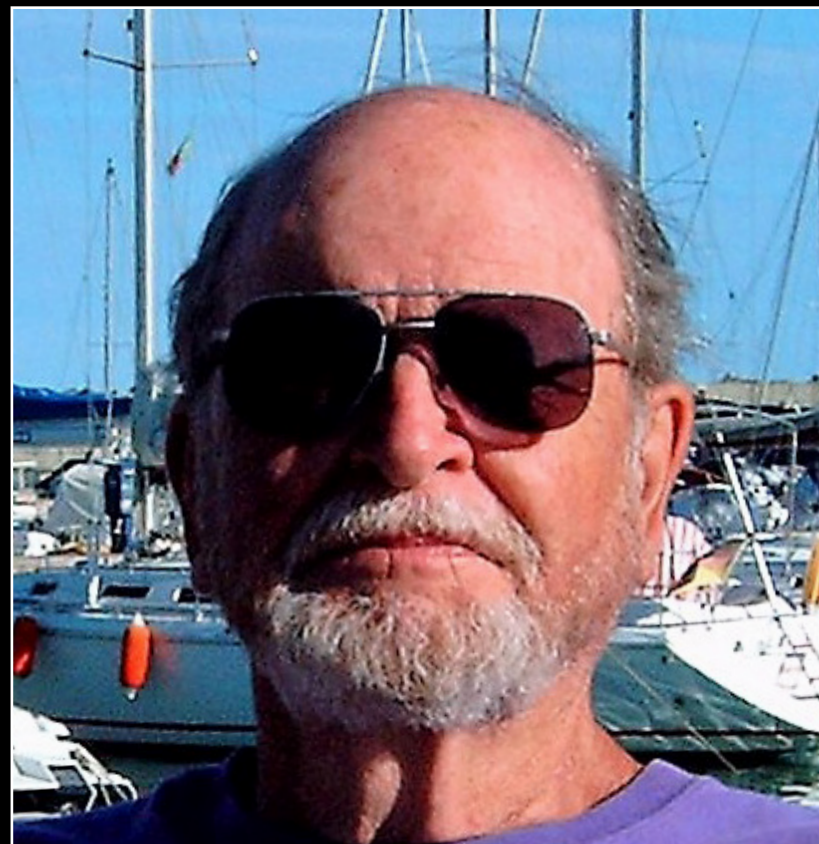
Hale S. Henderson Jr., 70, died in September 2017. After serving in the Air Force, Henderson joined the Department of State in 1971 and served in Finland, Jordan, Belgium, Germany, France, the Philippines, Mexico and Washington, D.C. He loved to travel with his wife, Mary, and four children. Henderson retired in 1992 and returned to South Bend, Ind., where he completed his master's degree at Indiana University in 2008.





# In Memoriam

## William H. Lindsey Jr.



William H. Lindsey Jr., 90, died March 4. He attended and played football for Louisiana State University before serving in the Army in Korea and Germany. After leaving the service, he moved to Mexico to study at Mexico City College, where he earned a graduate degree in Latin American history. In 1963, Lindsey joined the United States Information Agency and served in Chile, the Dominican Republic, Uruguay, Mexico, Colombia, Sri Lanka, New Zealand and Sierra Leone. He retired in 1993, but returned to government service in 1997 when he joined FEMA as a reserve officer. Over the next 18 years, he was involved in disaster relief efforts from California to Puerto Rico. In 2015 he retired for the last time and moved with his wife, Susan, to the shores of the Chesapeake Bay.





# In Memoriam

## Stephen M. King



Stephen M. King died on May 28. King served as the Director of Accessibility and Accommodations (OAA) at the Department of State after being named to the Senior Executive Service in September 2016. King served the disability community for nearly 20 years and led three of the largest federal disability initiatives. He assisted many agencies in the development of effective strategies to attract and retain a diverse workforce and delivered training to tens of thousands of federal civilian and military personnel, as well as disability professionals employed by state and local governments. In recognition of his contributions to his state and nation, King was appointed as a Kentucky Colonel, the highest honor awarded by the Commonwealth of Kentucky, by the Governor of Kentucky. King is survived by two sisters.





# In Memoriam

## Perry (Pete) Peterson



Perry (Pete) Peterson, 94, died March 6. He entered the U.S. Army Air Corps in 1942 and became a B-26 bombardier/navigator. During World War II he earned the Silver Star, the Air Medal, the Bronze Star with multiple oak leaf clusters and two Purple Heart medals before being shot down over France in 1944 and taken prisoner by the Germans. After the war, he earned a bachelor's degree from the University of Omaha and a master's degree from Johns Hopkins School of Advanced International Studies. Peterson joined the U.S. Foreign Service in 1950 and served in Germany, Ghana, Liberia, South Africa and India. In 1980, Peterson retired to his ranch in Oregon where he dabbled in local politics and pursued his love of family and golf. He is survived by Ann, his wife of 72 years.





# In Memoriam

## William “Bill” Perry Stedman Jr.




William “Bill” Perry Stedman Jr., 95, died March 25. He earned a bachelor’s degree from the University of Maryland and a master’s degree from Johns Hopkins School of Advanced International Studies. Stedman served in the Navy during World War II. As a Foreign Service officer, he had economic, consular and political assignments in Argentina, Costa Rica, Germany, Guatemala, Mexico and Peru. He served as ambassador to Bolivia and as deputy assistant secretary of state for Inter-American Affairs. After retiring, Stedman was a senior policy advisor for the Partners of the Americas and served on the boards of DACOR (Diplomatic and Consular Officers, Retired), the Senior Seminar Alumni Association and the Bolivian Power Company. He ran the speakers program for the Ford Latin America Group for many years. Stedman was married for more than 50 years to Janet “Jay” A. Stedman, who passed away in 1994. He was a longtime Baltimore Orioles and Washington Redskins fan who read three newspapers daily, enjoyed reading mystery novels and listening to piano and guitar music, and regularly did The New York Times and Washington Post crossword puzzles.





# End State



Volkstheater is a station on Line U2 and Line U3 of the Vienna U-Bahn. It is located in the Innere Stadt District, and it opened in 1980.

*Photo by Martin Grill*

